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ABSTRACT

This compilation of highly condensed abstracts of the minutes of governing board meetings chronicles the 37-year history of the Contra Costa Community College District (CCCCD) from 1949 to 1986. First, introductory material describes the context and the character of the opening years of the district, and lists the previous and current members of the governing boards. Next, the five periods of the CCCCD's history are traced through the board meeting minutes. Brief comments introducing each period indicate that: (1) the period between 1949 and 1962 was frought with controversy that ended with the dismissal of Superintendent Drummond McCunn by the board; (2) between 1962 and 1965, the CCCCD, which had no superintendent, shifted from District domination by McCunn to a tradition of college autonomy within a framework of District leadership; (3) during the 10-year superintendency of Karl Drexel (1965-1974), the district experienced an era of consolidation, relative stability, and marked educational progress; (4) the period from 1974 to 1984, during the superintendency of Harry Buttimer, was characterized by stability in enrollments, collective bargaining in staff contracts, and the need for financial retrenchment; and (5) during the first 3 years of the chancellorship of John Carhart (1984-1986) many top personnel changes occurred and new programs were implemented within the CCCCD. Appendices include lists of CCCCD officers and instructors in spring 1950 and administration and faculty in 1950-51; a personnel standards report; and other documents important to the history of the district. (EJV)

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AN ABSTRACT

Thirty-seven years
of the
Contra Costa Community College District
Governing Board's Minutes
in
Historical Context

STATE OF CALIFORNIA
DECEMBER 14, 1948

FOUNDED, DECEMBER 14, 1948

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Published May, 1987
for the
Contra Costa Community College District

Editors

Karl O. Drexel
Charles Collins
Richard Worthen

CONTENTS

FOREWORD..i

INTRODUCTION 1
    The Setting 1
    Getting Started 7
    Members of the Governing Board by Wards.......................16
    Division of Contra Costa County by Wards.......................17

THE PERIOD 1949-1962 18
    Highlights of Board Actions During
    the Drummond McCunn Superintendency...........................19
    Abstracts of the Governing Board's Minutes.......................22
    Table of Organization During This Period.......................58

THE PERIOD 1962-1965...59
    Highlights of Board Actions During
    the Interim Between Superintendents............................60
    Abstracts of the Governing Board's Minutes 61
    Table of Organization During This Period.......................68

THE PERIOD 1965-1974 69
    Highlights of Board Actions During
    the Karl Drexel Superintendency...............................70
    Abstracts of the Governing Board's Minutes.......................72
    Table of Organization During This Period......................107

THE PERIOD 1974-1984 108
    Highlights of Board Actions During
    the Harry Buttimer Chancellorship.............................109
    Abstracts of the Governing Board's Minutes......................112
    Table of Organization During This Period......................166

THE PERIOD 1984-Present 167
    Highlights of Board Actions During
    the John Carhart Chancellorship..............................168
    Abstracts of the Governing Board's Minutes......................169
    Table of Organization During This Period 182

AN AFTERWORD..183

APPENDICES 185
    I Officers and Instructors, Spring, 1950 186
    II Administration and Faculty, 1950-1951 187
    III Personnel Standards Report.................................196
    IV Statement by Board Chairman William Kretzmer.................204
    V Statement by Instructor George Coles.........................206
    VI Report of An Investigation 212

FOREWORD

Early on, it was seen that making the District Board minutes more manageable and accessible was an important step in outlining a history of the District. This clearly called for abstracting from the great file that is the official record of the District. Such abstracts contain, at least in part, the story and the drama of the total enterprise.

As these abstracts were reviewed, installment by installment, it became clear that while the minutes are in a sense the bare, if voluminous, record of the District, they are as well a mine of information that indirectly documents the evolution of a concept, the resolution of a struggle, a set of attitudes and a process that has slowly defined and contributed to the actualizing of a new segment of higher education—the community college. (This District has been in the forefront of, and even a prototype of, that national endeavor.) It is important to share this record now with the staff of this thirty-eight-year-old institution that, as ever, is facing renewed internal and external challenges - as well as with the community that many years ago had fought and agonized over the very need for such an institution. Like all of America in 1987, it is and it isn't the same community. Further, within the next few years a high percentage of the staff will have less and less opportunity or incentive to understand the traditions that in an important sense are the institution, as well as the ground for developing new forms for new times, unless they are made privy to the early history of which they will inevitably become a part.

Grappling with the size and content of this sprawl of material, trying to reduce it to coherence, tended to refine the concept of "the audience" and its interests and concerns. That, of course, also defined the subject a little more clearly. These abstracts should give all Board and staff a more manageable grasp of the roots of this institution and give latecomers some help in joining the District dialogue as it begins to involve them.

So, these abstracts of the minutes are a means of making the subject more manageable, but the subject—the record and the "genius" of this thirty-eight-year-old creation in midpassage—is, of course, larger and more rounded than the minutes. To speculate, put in its fullest, optimal form a full history would need to be a recounting of the facts, the feelings and the folklore recorded in the memories of the current staff and emeriti, of Board members, current and retired, and of current students and old grads.

As to method and discipline in selection, it is, of course, a truism to say that one should be honest and fair. Occasionally it was necessary to add facts that are relevant but missing from the minutes. Occasionally what is recorded here condenses and re-casts a part that is unclear. But mainly, the abstracts are an objective telling of the story. In fact, it may be more true to reality than the sometimes murky and even loaded language of some parts of the minutes. For it is often true that one must have had firsthand and early experience in the District to get the full import of the minutes. It would be hard to deny that the original version of the minutes at times were so managed as not to illuminate the full truth. The hope is that staff and Board will find here something to feed perspective and nurture insight into what they have created.

The reader will note that these minutes are organized within the following format:

The period of:

I. McCunn Superintendency
II. No-Superintendency
III. Drexel Superintendency
IV. Buttimer Chancellorship
V. Carhart Chancellorship

Perhaps each could have been identified with a characteristic adjective or two. However, it is a little more complicated than that. A careful reading of the minutes makes clear that each C.E.O.'s thrust is more a response to institutional need and development than an expression of a personality. If, however, the format suggests to some that chancellors are the sole movers and shapers of the District's destiny, the chancellors themselves would be the first to protest.

An examination of the words of Board members should impress anyone with the staunchness, humaneness and remarkable leadership of these men over our thirty-eight years. Indeed, attention to their fairness, clarity of purpose, and respect for staff, students and citizens is itself a subject of study. What remarkable self-indoctrination and steady pragmatism has led to such an even-handed performance. Certainly the Board members are owed much by many sectors of the colleges' and the County's population.

At the end of these minutes, in addition to the "election lists," there is appended a variety of short pieces which will be helpful to the reader who is new to the District or has heard of "The McCunn hassle" mainly as District scuttlebutt and folklore with the inevitable distortions. Some of these pieces communicate something of the feel and the threat of those McCarthyan days. The appendices are:

I. "Officers and Instructors - Spring 1950"
II. "Administration"
    Faculty 1950-51 - East Campus
    Faculty 1950-51 - West Campus
III. "Conclusions" from A Study of Problems of Communication and Staff Morale by the Personnel Standards Commission of the California Teachers Association.
IV. Statement by Board President, William Kretzmer, before opening the meeting for discussion to some 650 guests in the Contra Costa College Gym, January 22, 1962.
V. A presentation at the January 22, 1962 meeting of the Board by George Coles, President of the Contra College American Federation of Teachers Chapter, followed by a response by Harmon Howard, Board Member.
VI. "A Report of an Investigation"

INTRODUCTION

A staff member or board member joining the Contra Costa Community College District in 1986 would be hard put to imagine the context and the flavor of the times that existed when the District was established in 1949. Conversely, in 1949, Attorney George Gordon of Martinez, the first President of the Governing Board, or the late John Porterfield, the first Director of Contra Costa College, or any of the original cadre, could not possibly have envisioned what would exist by 1987. The District is not yet 40 years old and many of its founders are very much alive and active in community affairs and yet there has been 38 years jam packed with history where the primary constant has been change. The intent of this compilation is to chronicle the history of this District as it is reflected in the Board minutes from 1949 through 1986. Of course this will only be a view in transit for what we live today becomes our history tomorrow and the newest member of the staff or of the Board inherits what happened in all the yesterdays and immediately becomes an actor shaping the ongoing story.

At a later date, perhaps, a narrative history of the District and the colleges which compose it will be written. This publication is not such a narrative history. It is a legislative history of the District, a record in abstracted form of the issues and problems faced by the Governing Board, the deliberations of the Board members, and the policy and personnel actions taken by the Board. Naturally, it is not a verbatim account; such would take many volumes. It is a highly condensed abstract of the most important business which occurred at Board meetings. Occasionally, it will be extracts with direct quotes of Board members and other participants, but most often it will be abstracts which capture only the gist of what happened in the 38 years of Board meetings.

Readers who have not been players in this institutional drama will need some help in understanding the context out of which this District grew, and will need a little of the early history of the District and colleges as a springboard into these condensed Board minutes. Both context and early history will be provided in this introduction. Since the key players are not described, the readers will probably appreciate photographs so those named can also be pictured. Such photographs of at least the most notable *dramatis personae* have been provided at the point in the history where each is playing his role.

The Setting

Perhaps the most dramatic and vivid changes throughout the history of this District are those of size. In 1949 Contra Costa County had only 249,322 residents whereas the last census figures show a population of 724,000. Look at Table I and note how all of the population centers grew but how some of them ballooned out in ways that could hardly have been predicted in 1949. The original two campuses were called Contra Costa Junior College-West Campus (now Contra Costa College) and Contra Costa Junior College-East Campus (now Diablo Valley College). In their most expansive and enthusiastic moments, the planners in 1949-50 would not have ventured a guess that CCC-East would have grown from an initial student enrollment of 350 to a 1986 figure of 17,121. They would have erroneously predicted that CCC-West would have been the larger of the two but, even so, would have been surprised that its February, 1950 enrollment of 500 had grown to a 1986 figure of 6,588.

Table I

Some Population Figures of Incorporated Cities
1950 Census Contrasted with Figures for 1985[1]

	1950	1985
Antioch	11,051	49,322
Brentwood	1,729	5,412
Clayton	unincorporated	4,867
Concord	36,208	107,011
Danville	unincorporated	28,104
El Cerrito	18,011	23,412
Hercules	343	10,137
Lafayette	unincorporated	22,691
Martinez	8,268	27,458
Moraga	unincorporated	15,422
Orinda	unincorporated	unincorporated
Pinole	1,147	15,096
Pittsburg	12,783	40,545
Pleasant Hill	unincorporated	29,359
Richmond	99,545	78,606
San Ramon	unincorporated	26,417
Walnut Creek	2,420	60,187
Contra Costa County unincorporated and incorporated	298,984	724,035

[1] Source: (Census) U.S. Bureau of the Census, California (1986)
Population Research Unit, California State Dept. Finance

Who would have thought that the 1950 full time District professional staff would have expanded from 144 to 485 by 1986. There are instructors hired in the early 1950s in the range of $4,000 to $5,000 per year who are now at an annual salary of over $50,000. The total District budget for the academic year 1950-51 was $1,193,913 which is 2.33% of the 1985-86 budget of $51,207,266. Establishing an institution such as a community college district is somewhat like getting married and starting a family; it takes a blind ignorance of the consequences or otherwise the courage would rarely be mustered to take the fateful first step. But also, like parenting, all the people who over these 38 years have dedicated their working lives and have sacrificed, nursed, sweated and sometimes battled to create and develop this flourishing institution can look with pride and love at their progeny.

The figures in Table I only begin to show the demographic changes which later had crucial effects on the development of the District campuses. For example, Richmond before the war was a town of only 20,000 people and then, because of the Kaiser shipyards and other war-related industry, had a 400 to 500% growth in less than 4 years. Over 70,000 of these people were living in temporary and very primitive housing. There was a huge influx of Black workers and their families which figuratively and literally changed the complexion of this burgeoning town. These war workers, White and Black, liked Richmond and when the war ended most gave no thought to leaving. So, Richmond was faced with the severe problems of building more permanent housing, of attracting non-war industry to provide jobs for the post-war unemployed, of dampening down racial tensions and working toward assimilation, and of training people for new jobs and educating them to be thoughtful citizens capable of coping in the new society which the disruptions and chaos of war had created. All of these problems shaped the role of the future Contra Costa Junior College-West Campus, made it different from its sister college, East Campus, and even in 1987 some of these problems continue as the context in which Contra Costa College operates.

The figures in the 1950 column of Table I were not predictive of where the concentration of population--and of political power--would be. If the early planners had been prescient they might have deduced that improved highways and the compelling drive among veterans and other dislocated people for a home of their own would cause a flight to the suburbs. Tract home developers did have this insight and even in the period 1946 to 1950 they were buying up cheap land in Concord, Pleasant Hill, Walnut Creek and other communities in the Diablo Valley. Freeways, the G.I. Bill for housing, mass produced homes and the development of shopping centers all contributed to an eastward movement and a rapidly increased population shifted the political power of numbers from Western Contra Costa County to Central Contra Costa County. That movement to the East is still going on.

The victory over the Nazis in Europe and the Japanese in the Pacific triggered a post war euphoria that had a dramatic impact throughout America and certainly throughout Contra Costa County. All the energy that had been channeled to the war effort became free floating and available to be directed to new enterprises. The fifteen million G.I.'s who came marching home started more than a baby-boom. Among other things they started a boom in higher education. Many, if not most, had never held jobs before the war and they saw education as the means to their dreams of the good life. At the national level the politicians were quick to sense this mood and with the G.I. Bill opened wide the national purse and money flowed out for education, for housing, for medical care, for job training and for whatever else was needed to give the veterans a helping hand.

Later, there was a darker side to America's ascendency to superpower status, if not world hegemony. As will be seen, this threw a shadow on the fledgling institution here being chronicled just as the boundless confidence of the immediate post war years fused the explosive growth of institutions of higher learning of which the Contra Costa Community College District was one.

Actually, junior colleges, as they were then called, had been around in California since Fresno High School started offering post graduate courses in 1910. As they were gradually formed, some were an extension of State Colleges, some, like Fresno, were sort of post-graduate divisions within high school districts, and some were completely autonomous districts. In almost all cases their primary function was transfer education, i.e., to provide the first two years of undergraduate courses so that the graduates could transfer to the state university or to the state colleges. The student bodies were largely recent high school graduates, age 18 to 20, and were heavily weighted on the male side, 65% to 35%. The formation of the Contra Costa Community College District added two more colleges to the 45 (107,000 students) then extant in

California. In 1987 there are 106 California community colleges enrolling some 1.2 million students. The Contra Costa County Junior College District (later the Contra Costa County Community College District or CCCCD) was one of 14 new districts that were formed in the immediate post war years of 1946-1950. They were a direct effect from these causes: (1) the G.I. Bill; (2) the huge wartime influx of military and war workers to California who did not want to leave; and (3) the new realization that a more complex technology and, indeed, a more complex world, required an education beyond the high school level.

There were those who had been beating the drums for the establishment of a junior college in Contra Costa County but not many of the electorate were marching to that drummer. One of these was Bryan O. Wilson, the County Superintendent of Schools. Even in 1939, before the county's population reached the 100,000 mark, Wilson was saying that the increasing industrialization of the county required a county-wide training institution to prepare people beyond the high school level. Since 1921 there had been California legislation authorizing the creation of junior college districts along one of these lines: (1) a junior college district to be co-terminus with a high school district; (2) a junior college district embracing two or more high school districts; and (3) a county district or at least a district including all the territory of the county not already pre-empted by an existing junior college district. Superintendent Wilson got the County Board of Education to pass a resolution urging the high school districts in Contra Costa County to cooperate with the State in conducting a feasibility study. Through most of 1940, a lay advisory group called the "Committee of 100" tried to organize support for the establishment of a district by means of a county-wide election. The population base was large enough to generate a sizeable student body and the property tax on the assessed valuation could have made it a rich district. But the efforts to call an election in June of 1941 came to naught and the bombing of Pearl Harbor in December of 1941 also bombed any chances for formation of a district until the end of the war.

The next attempt showed the strange compromises that parochialism and political differences generate. In 1944 the Postwar Planning Committee of the County Development Association recommended that a junior college district be formed. George Gordon, Governing Board member from 1949 to 1977, had this to say about this action, "...it should be pointed out that in 1943-44, the Development Association was dominated by the members from West Contra Costa County, with the leader being Walter T. Helms, who was then Superintendent of the Richmond Unified Schools. Helms was opposed to a county-wide district. He wanted it integrated with his high school district. One that he could, and would, control." This led to the political compromise that the proposal would be limited to the central and eastern sections of the County. To make it more attractive to the business and industrial interests and to garner patriotic support, this proposed district was to have an institution for technical and vocational training which was to be a memorial to veterans of World War II. The governing boards of the Martinez, Antioch, John Swett, Liberty, Mt. Diablo and Pittsburg School Districts went along with this proposal. The State feasibility study, which they requested, found that all the criteria in the California Education Code for forming a junior college district were met. In a special election held on January 15, 1946, the voters of the central and eastern portions of the county rejected the proposal in a close vote of 1,548 "yes" and 1,702 "no." The majority in Antioch, Pittsburg and Byron voted "no" because they believed that they would be too far east from the presumptive site to profit from it. Besides, they felt that their concentration of industry along the confluence of the Sacramento and San Joaquin Rivers gave them enough assessed valuation to pay for their own junior college. The majority in the Crockett and Martinez school districts also voted no because of the presumptive distance factor. The Contra Costa Taxpayers Association lobbied against the measure because they were opposed in principle to the creation of any district that could levy a tax--no matter how worthy the purpose of the tax. Many of the more affluent families in all of the communities voted "no" because their children were sent to U.C. Berkeley or Saint Mary's College or Stanford University, so why should they want a junior college.

The nay-sayers had their moment of victory but they were up against a tide of energy, of confidence in progress and in the future, and of a spirit of "let's get on with it" that came in the wake of W.W.II. The issue of a junior college district in this county would not stay dead. The State, with some push from the University of California, financed a study of publicly supported higher education in California. The purpose of the study was to ascertain the present and future needs for post secondary education. Its "Report of a Survey of Needs of California in Higher Education" (the so-called "Strayer Report" named after Professor George D. Strayer of Columbia University who was its Director) made a powerful case for the enhancement of the state university, the state colleges and for rapid expansion of the junior college system.

An offshoot of the Strayer study was the Bi-County Survey Committee whose members studied the need for junior colleges in both Alameda and Contra Costa Counties. Its over-all chairman was Dr. Frank Freeman, Dean of the School of Education at U.C., Berkeley. The Chairman of the Junior College Sub-committee was O. J. Wohlgemuth who later served as a CCCCD Board Member from the formation until 1960. This Bi-County Committee concluded there was not only a need for one district but for two. They were still underestimating: Alameda County alone spawned two districts--the huge Peralta Community College District with its four colleges and the South County Community College District (Chabot College).

The campaign to seek voter approval for the establishment of a county-wide junior college district began. The same political issues and the same political forces lined up on the pro and con sides. There was the division by geography then just as there is a division by geography now. Neither the number of campuses nor the site(s) were specified. The voters in east county were sure they would get nothing (and they were right until the opening of Los Medanos College in 1974). The voters in central county thought that the attraction of population would cause the site to be placed in Richmond and if not, one central county town would be chosen to the dissatisfaction of all the others. The middle and upper middle class families whose children were sent to U.C. and other prestigious universities did not want to pay taxes for "junior" colleges for other people's kids. This, too, had a geographic angle to it. In central county, the small communities, especially Walnut Creek, Danville, Lafayette, Moraga, Orinda and San Ramon were fast becoming middle and upper middle class suburban towns.

The Contra Costa County Taxpayers Association took its predictable negative stance. It made the claim that the taxpayer had reached his absolute limit and he could not pay one more dollar of additional taxes. The Contra Costa County Farm Bureau and the Contra Costa Pomona Grangers echoed the lament of the Taxpayers Association. For those who were willing to listen, this charge was countered by the fact that Contra Costa County's 1948 assessed valuation was $255,000,000 which ranked it third in the State for districts then supporting junior colleges.

This time though there were stalwart champions on the pro side as well. Led by Attorney Charles Hutchings, Jr., a Junior College Citizens Committee was organized and it drew to its ranks some influential people in the county such as Judge Donald Creedon, Robert Lee, labor leader, Attorney Robert Condon, later to become a U.S. Congressman, Bert Coffee, political analyst in Richmond who became a CCCCD founding Board Member, John Garaventa, Concord pioneer, C. A. "Cappy" Ricks, well known realtor from Martinez, and a community activist, Mrs. W. G. Parks. They didn't just lend their names to the cause; they set out to secure the endorsement and active support of every organization, service club, newspaper and leader in the county and even outside of the county. Notable among the latter was Roy C. Simpson, who was the State Superintendent of Public Instruction. Simpson was not really an outsider, for at that time his office had a Junior College Bureau whose function was to coordinate and assist all junior colleges within California. County Superintendent of Schools, Bryan O. Wilson, who had been trying to get a junior college district for the County since the 1930s, again gave unstinting support. The Contra Costa Principals Association became another voice from education and, even better at vote-getting, the Parent-Teachers Associations throughout the county were enlisted. Attorney George Gordon, after whom the District building is now named, marshalled all the support he could in Martinez including even that of the Martinez Real Estate Board. State Assemblyman George Miller Jr. used his considerable political clout on the pro side. Among the newspapers, editorial support and endorsement came from the two largest and most influential, *The Richmond Independent* and the *Oakland Tribune. The Martinez Gazette,* owned by former State Senator William Sharkey, Sr., gave the formation of a district its support as did the Concord Transcript. Most newspapers from Antioch to Walnut Creek to Lafayette also supported the issue.

Hear again from George Gordon: "The one group that had the greatest impact in the final days was that group of people who are identified with the Contra Costa County Central Labor Council (AFofL) and Contra Costa County Building and Construction Trades Council. When it appeared that the formation was going to be defeated, a group of people identified with these unions--George Weise of the Carpenters, Erle Carter, Secretary of the Teamsters, Bob Lee of the Laborers, and Claude Rains, Business Manager of the Teamsters, along with yours truly, who then represented most of the AF of L unions--got together and met with B. O. Wilson at Della Pippas on Pacheco Boulevard in Martinez, about ten days before the election. We put together about $1,000 to finance the final advertisements in support of the district and in opposition to the Taxpayers Association. It was this final push that put the district over in 1948."

The pro side not only had worthy spokespeople, it had some powerful arguments for them to speak. In 1939 and again in 1946, the State had verified that Contra Costa County exceeded its mandated requirements of population, financial resources and need for the formulation of a junior college district. A survey by Superintendent Wilson's office found that of the 1,843 high school graduates in 1948, 700 said that they would attend a local junior college if it were within commutable distance. Actually 705 Contra Costa County students were enrolling in out-of-district junior colleges which was costing the local taxpayers $100,000 per year in out-of-district fees and brought them no nearer to having a college of their own. The population of the county had more than doubled during the war decade from 100,450 to 249,322 and there was no end to this growth in sight. U.C., Berkeley furnished figures showing that it cost a family a minimum of $1,000 per year to send a student away to college. It would cost the family less than $100 to send that student to a local junior college where he could live at home and pay no tuition. For the wary voter who didn't want to plunge right into the deep water, the specious argument was used that this election was only to establish a junior college district, not to build a campus, hence it involved no immediate cost.

On December 14, 1948 the special election was held. This time there were 6,034 who voted "Aye" and 5,244 who voted "Nay," so the "Ayes" had it by 790 votes. This was hardly a ringing mandate, particularly since only 10% of the electorate had performed their civic duty. Even so, in a democracy a majority of one is still a majority. On December 27, 1948, the Board of Supervisors declared the Contra Costa County Junior College District as officially created.

Getting Started

After years of disappointment and frustration in his efforts to get a junior college district started, County Superintendent of Schools Bryan O. Wilson wasted no time once the voters had given the green light. On December 14, 1948 the 53 per cent majority (of the 10 per cent of eligible voters who voted) said, "Yes, we want a junior college," and by January 12, 1949, Wilson had used his authority to appoint an interim five member Board of Trustees.

Wilson's judgment must have coincided closely with that of the County's voters for at least four of the five men he appointed were repeatedly re-elected and served long tenure as Board members. From Brentwood, to represent the Eastern Region, he selected Fred R. Abbott, an affable former YMCA director and at that time an insurance executive. Perhaps in recognition of his early support of the junior college proposal and to represent the south central area from Walnut Creek, Wilson appointed businessman O. J. Wohlgemuth. He took the obvious choice for the north central region by appointing the highly respected attorney and popular civic leader from Martinez George R. Gordon. The more populous area, the western region of the county, with Richmond central to it, got two of his appointments. They were G. Elton Brombacher, a young, successful printer and businessman and Bert Coffey, a highly respected, if controversial, political analyst and campaign director for Democratic Party candidates. This appointed Board elected George Gordon as its president, a post in which he often served from then until his resignation from the Board 28 years later in 1977. On May 20, 1949 these Wilson appointees were all confirmed by the voters as officially elected members of, what was then called, the Board of Trustees and is now called the Governing Board.

The only thing that these new Board members had was the legal authority to act. They had no tax money, thus no budget, no official place to meet, no office supplies, no secretarial services and no administrators to execute their decisions. However, Superintendent Wilson and the State Department came to their rescue by providing the Board room space, secretarial assistance, a full time administrative assistant to do whatever tasks they assigned and, most important, help from Wilson himself in advertising, recruiting and screening for this brand new Contra Costa Junior College District.

In his oral reminiscences, George Gordon reports that nearly 60 educators applied for the top job of Superintendent. The papers on every one of them were diligently read by each Board member and, from this initial screening, six were selected for interview. The Board members spent nearly every Saturday and Sunday in the spring of 1949 in either examining the *bona fides* of the applicants or in conducting long and intensive interviews. According to Gordon, they were looking primarily for a self-directed organizer and financial expert and secondarily for an established educator. Other administrators could be found to shape the curriculum and employ the faculty.[1]

The Board members were most impressed with a big, hearty, often humorous, "hail fellow well met" named Drummond J. McCunn who was at that time Assistant Superintendent for Business at the Pasadena Unified School District. He, as President and Chairman of the 1949 Pasadena Rose Bowl Parade, had the overall responsibility for the organization of this world famous parade, and the Board believed that anyone who could pull off this organizational fete, coupled with his other accomplishments, could put together a junior college district. The fact that he was a past President of both the Kiwanis Club and the Pasadena Junior Chamber of Commerce and very active in other professional and civic organizations seemed to overweigh the limitations that he had only taught at the junior high school level and had zero experience with junior colleges. In 1950, after his appointment, he did receive a Doctor of Education degree from UCLA, and the Board must have been impressed when, at a testimonial dinner for McCunn, his ex-boss, the former Superintendent of Pasadena Schools, Dr. John A Sexson, called him "one of the outstanding administrators in America."[2] Perhaps they should have listened to the silence from his then current boss, Pasadena School Superintendent Willard Goslin who chose to say nothing at the testimonial dinner. The Board on June 15, 1949 appointed Drummond J. McCunn District Superintendent and gave him, by 1949 standards, the munificent annual salary of $15,000.

To compensate for Superintendent McCunn's recognized weakness in curriculum and in instruction, the Board searched for a highly respected educator to serve as Assistant Superintendent for Curriculum and Instruction. They did not particularly seek the Superintendent's recommendation, but did listen attentively to Dr. Frank Lindsey, Deputy Superintendent of the California State Department of Education. Lindsey and other well respected junior college educators suggested that J. Graham Sullivan might be interested and available. Sullivan previously had been Assistant to the President of San Francisco City College and was, at this time, Assistant Superintendent for Junior Colleges and Vocational Education for the San Diego Unified School District. He was the only person that the Board invited to be interviewed for the position and, after some dickering and compromising a bit to meet his request for a four year contract, the Board, at their August 1949 meeting, hired him. Actually, McCunn formally proposed Sullivan in this August meeting and probably did so with some enthusiasm although by the mid 50's the relationship between McCunn and Sullivan clearly reflected that they did not make a compatible team. More on this as the story unfolds in the abstracts of the Board Minutes.

The Board members also had their own ideas about who should head the campus they had in mind for Richmond. The only candidate acceptable to Bert Coffey and Elton Brombacher, the two Richmond Board members, was John H. Porterfield. The other Board members deferred to their Richmond colleagues, so in the December 9, 1949 meeting, John Porterfield was named as Director of Contra Costa Junior College at Richmond. Porterfield hailed from Idaho and was a Lincolnesque American who, through formal and self education, had polished the farm boy, which he was, into a deep-thinking educator and philosopher. He had been a high school teacher, and a principal of McFarland High School in the Bakersfield District and, at the time of his selection served as Assistant Superintendent to Walter Helms, Superintendent of the Richmond Unified School District. This was the same Helms who once had ambitions to start his own district junior college.

As early as October 1949, the Board had gone on record that there would be at least two campuses, both comprehensive, one west and one central with the possibility of a third devoted primarily to agriculture for the rural eastern and southeastern sections of the county. So, by the spring of 1950, the search was on for a leader for the second campus. J. Graham Sullivan had brought in Dr. Phebe Ward, on leave from her position as Director of Adult Education in the San Francisco Unified School District, to be an interim District Director of General Education. The nation's educators knew Dr. Ward and she knew them. She convinced Leland L. Medsker, President of Wright Junior College in Chicago, that he should apply to head up this new junior college in California. In turn, she also convinced Sullivan to support Medsker's candidacy. There were other applicants for this position but Medsker had experience as a junior college teacher, as a director of adult education, as a junior college president and even as President of the American Association of Junior Colleges, hence stood head and shoulders above the other applicants. He was even able to negotiate a package deal in which he would select and bring with him Reed Buffington, a teacher of Social Sciences and Assistant to Dr. Peter Masiko, Division Chairman in the Social Sciences at Wright Junior College. On May 22, 1950 both Medsker and Buffington were appointed, Medsker as Director and Buffington as Dean of General Education (later called Dean of Instruction) of the Contra Costa Junior College--East Campus.

Other second eschelon administrators had been appointed even before Buffington. As early as December 1949 Karl O. Drexel, then a counselor, English teacher, and Athletic Director for Alhambra High School in Martinez, was appointed Assistant Dean for Student Activities at the West Campus. A month later, January 20, 1950, George (Bob) Faul, previously Director of Guidance, College of the Sequoias, was, on the strong recommendation of Graham Sullivan, hired as Dean of Guidance and Pupil Personnel (later titled Dean of Student Personnel) at the West Campus thereby becoming Drexel's titular boss. The initial leadership on the Richmond Campus was Porterfield, Faul and Drexel and at the East Campus it was Medsker and Buffington. However, this 3-2 ratio switched almost immediately to a 2-3 ratio for although Drexel admired and wanted to work for and with Porterfield, McCunn decided to use Drexel's familiarity with Martinez and Central County and his strong political connections to help build the East Campus. In June, 1950 Drexel was reassigned with the same title, Assistant Dean for Student Activities, to the East Campus.

All of these first appointees, Sullivan, Porterfield, Medsker, Buffington, Faul and Drexel, were destined to be in conflict with McCunn and either by leaving, or by outlasting McCunn, went on to more important positions. They also became widely recognized thinkers and spokesmen for the community college movement. By 1987 standards, their beginning salaries in 1949-50 did not predict their later eminence:

Sullivan	$11,000	Porterfield	$9,500	Buffington	$7,000
Medsker	$ 9,500	Faul	$7,250	Drexel	$7,000

This salary comparison is really more dramatic than it is fair for, in truth, these were good salaries in that pre-inflation era and it is to the Board's credit that throughout the years it has acted to keep District salaries among the top in the State. As early as January 1951, Board President George Gordon said regarding faculty (and by implication administrator) salaries: "Keep in mind it is the decision of this Board to maintain the highest salary schedule of junior colleges in the San Francisco Bay Area."[3] The Board has been true to this early promise.

These administrators, led by Graham Sullivan and assisted by Phebe Ward, had to hire faculty, develop the curriculum, prepare the catalog, and open the colleges in jig time. John Porterfield, appointed in December 1949, has West Campus offering classes to some 500 students by February 1950. Lee Medsker, his counterpart at East Campus, was selected in late May, 1950 and had a small (350 students) but complete college operating by September. Neither the Board nor Superintendent McCunn interfered with the local administrators in the selection of faculty. Porterfield, Faul and Drexel on West Campus and later Medsker, Buffington and Drexel at East Campus, sandwiched in, among a myriad of other duties, an endless number of interviews of applicants. Considering the press of time they did very well in picking winners. It is interesting to look at the names of the original cadres (see Appendix I) for many of them moved on to leadership positions in other districts and not a few have had lifetime and distinguished careers as instructors and administrators at the college they helped to found.

Both Porterfield and Medsker were committed to general education as an important criterion in faculty selection although Medsker and Buffington took the inter-disciplinary "Robert Hutchins definition" of the University of Chicago whereas Sullivan, Ward, Porterfield and Faul saw general education more in terms of meeting breadth requirements of the University of California and the California State colleges. Much, much later as a consultant to Los Medanos College, Porterfield helped to shape a general education program that became a national model for inter-disciplinary education. Such was his capacity for growth and for change.

Even more important as a criterion for selection was the appointment of faculty who by experience and education were student oriented. The Board let all know that they wanted the best in counseling and guidance and that these institutions were going to hire faculty and counselors who had a student personnel point of view. As early as December, 1949, Professor Arthur Brayfield of University of California Berkeley, a student personnel man with a national reputation, was engaged as a consultant to the Board and the colleges.

As noted earlier, Superintendent McCunn did not interfere in the selection of faculties. However, he did employ a layer of quasi-teachers/quasi-administrators who were called program coordinators, who operated out of the District office, who employed their own teachers, independent of the two campus presidents. This was, therefore, a District program, that by organizational charting bypassed Sullivan and reported to the Presidents. This was in theory only because they actually reported directly to the Superintendent. They headed up such programs as Distributive Education, Family Life Education, Fire Education, Police Education, and Supervisory Training.

Sometimes these coordinators taught in their special field but more often secured special teaching credentials for practitioners in the field and then coordinated and supervised their work. This structure was not without merit but it contributed to confused responsibility for campus administrators, resentment by the lesser paid regular faculty and was seen by some as

McCunn's determination to foster District pre-eminence at the expense of campus autonomy. Perhaps the same message had been signalled earlier when McCunn secured Board endorsement of the whole District being called Contra Costa County Junior College with the two colleges designated as West Campus and East Campus and the two presidents given the lessor title of Director, not President.

Bob Faul, who served this District throughout the whole of McCunn's tenure, takes a less critical view re: the use of district coordinators and the role of the district superintendent vis-a-vis the campus directors (now college presidents). Faul points out that prior to 1950 most junior colleges were a part of a unified or secondary school system. McCunn himself came out of the Pasadena Unified District where the head of the junior college was called director. Faul writes: "As I see it in review, the Contra Costa District was established under a legal framework which detailed certain titles and approaches to organization. McCunn brought in what he knew and was familiar with. This, to me, became the ultimate heart of the problem. McCunn saw the District as the important, key ingredient. He put the coordinators in to effect this; a common practice in K-12 (e.g., music coordinator, art coordinator, manual training coordinator, etc.). This might have worked except he did delegate to Graham (Sullivan) and the campuses the selection of personnel. This may have been 'the fatal cup of tea.' Campus staffs were not, in the main, from K-12 districts. They came from other J.C.'s, the University and the State Colleges. They came with different hopes and expectations. They tended to be collegial in philosophy and behavior. This is what they knew from their background experience and observation. This created an inevitable confrontation. As I think about it, I find it interesting that many of the faculty who came out of K-12 tended to side with the superintendent. Of course, there were a few notable exceptions."

It makes good rhetoric to say that a college resides in the minds of its staff and, in essence, that is true. Yet, at a practical level, there has to be a place for students to sit down which translates into sites, buildings, classrooms, offices, laboratories, shops, gyms, playing fields, scientific paraphernalia, machines, equipment and the list goes on and on. When a college with all these material things is created in a two or three months period, as were West Campus and East Campus, then it is inevitable that the college will start with "make do" facilities. West Campus started in the old Kaiser Shipyard #3 in Richmond and East Campus started in an abandoned little grammar school in Martinez. Each felt lucky that it got what it got but, in truth, neither got much.

Board member Elton Brombacher came up with the idea to use the U.S. Maritime Commission buildings--the WWII shipyard in Richmond. He enlisted the help of Congressman George P. Miller, General Phillip P. Fleming who was Chairman of the U.S. Maritime Commission and Contra Costa County's own Assemblyman George Miller, Jr. They coordinated their collective political clout and within weeks they had rented three buildings which had 178,500 square feet of useable space, 198 rooms including administrative offices, classrooms, a library, laboratories, seven vocational shops, physical education facilities and a cafeteria. The rent for all of this was $675 per month. In addition they sweet-talked the Santa Fe Land Improvement Company, the Richfield Oil Company, the Richmond Housing Authority, the Richmond Redevelopment Agency, and again, the U.S. Maritime Commission into providing further athletic and parking facilities--and in most cases rent free. During this period Sullivan and Porterfield negotiated with Superintendent Helms to take over part of the Richmond Schools adult education program and the shops and classrooms in which they were housed.

The fact is the Board was almost too successful in providing adequate quarters for, as the saying goes, "There is nothing so permanent as a temporary building." West Campus didn't move to its permanent site until 1956 and even then was housed in temporary buildings, some of them discarded by the San Pablo School District. During this six year period the Board may have called the college Contra Costa Junior College-West Campus but it was known affectionately to the students, staff and public as "Shipyard Tech." West Campus opened in February 1950 with 500 students and by the September registration this had doubled to 1,000 students. East Campus, now Diablo Valley College (DVC), had its first home in Martinez largely because there was an architecurally charming, if decrepit, old grammar school that was available there. As did Sullivan, Porterfield and Faul the semester before, at West Campus, Sullivan, Medsker, Buffington and Drexel and the newly hired staff at East Campus, raced against time and in three months had put together a credible college. At registration time in September 1950, despite the outbreak of the Korean War, East Campus enrolled 350 students and thus was DVC born.

Oddly, the very first classes offered in September, 1949 by the Contra Costa Junior College District were presented in two old army classrooms at Camp Stoneman in Pittsburg. This was twenty-five years before Los Medanos College, the third of the District colleges, again offered classes in its striking new building on what had been the Camp Stoneman site. These earliest classes were taught in the evening largely by local high school teachers, were standard academic courses that needed only a classroom with chairs and a blackboard, and included, because they had an available teacher named Walter Sharafonovich, a class in Russian.

Superintendent McCunn established a reputation as a canny fiscal manager by loudly and frequently proclaiming a "pay as you go" policy. Some of the public were certain that the Board members sincerely shared belief in this cautious and conservative route and others believed that they simply made necessity into a virtue. As wise politicians they sensed the direction of the political wind, they knew how to count and remembered that the District was formed by a 53% to 47% vote with only 10% of the electorate voting. They also knew that victory in a bond election required a 66 2/3% "Yes" vote and the chances of getting that margin before the colleges had established solid reputations was dim indeed. Time proved them correct for even after McCunn was gone and the colleges' reputations were without blemish, three bond elections went down to defeat in the period 1965 to 1968.

The "pay as you go" policy did not condemn the District to be forever a renter without a home of its own. The assessed valuation of taxable property in Contra Costa County was, even in 1947-48, some $223,752,000 and the Board had the legal power to set the tax rate at or below 35¢ per $100. With this amount of assessed valuation, they did not have to have excessive rates to quickly build a reserve as a building fund. The colleges were hardly in their temporary quarters before the search was on to find sites for permanent campuses.

The Board started the site selection for the East Campus first because its make-do little elementary school would be outgrown faster than the much more spacious Shipyard #3 being used by the West Campus. They appointed a search committee made up of three realtors, C. A. "Cappy" Ricks of Martinez, Barney Gilbert of Walnut Creek and Ellis C. Patterson of Oakley, plus landscape architect Howard Gilkey. Together they worked out these selection criteria: (1) nearness to the center of population; (2) accessibility to highways and secondary roads; (3) natural features such as drainage, topography, wind protection, soil, useable area, beauty and wholeness or insularity; and (4) cost of the property as well as cost of utilities, cost of drainage and cost of grading. The committee surveyed some 22 possible sites and narrowed the selection down to the Roche property on Golf Club Road west of Concord, the Brown ranch on Withers Road in Pleasant Hill, the Cardinet property and the Wheeler property, both located in Walnut Creek. The Board considered the merits and demerits of these four options and decided on the Roche property. On November 2, 1950, only two months after the East Campus was opened, this 114 acre Roche parcel of land was purchased for $172,509. The usual procedure of condemnation was started but proved unnecessary since lawyer George Gordon as President of the Board went into extensive negotiations with Gordon Turner, the attorney representing the Roche family, and soon all the points of differences were worked out in an amicable fashion.

Planning for the architectural use of this site began immediately. George Gordon: "It might be well to point out that the master plan for the East Campus was developed by John Warneke. As you will recall, he is the same person whose firm designed the J.F.K. Memorial at the Arlington Cemetery. It was Harry Nakahara who designed the first permanent building at Contra Costa College-East Campus (the so-called Library building with the top floor classrooms and the first floor Library). Nakahara was originally in Warneke's office but at the time we hired him he was on his own."[4] Fred Confer/ John Warneke, a joint architectural venture, developed the master plan which was presented to the Board on September 26, 1951. Two years later, in November 1953, the upper floor of the unfinished Nakahara building was occupied. This, plus a number of WWII vintage quonset huts, purchased at no cost from the University of California, a couple of "Butler" buildings and a former Chief Petty Officers club moved from the Naval Weapons Station in Port Chicago, comprised the classroom, P.E., cafeteria, library and lab facilities for this new campus (now Diablo Valley College).

Superintendent McCunn's frequent nautical boast was "this District is going to go first cabin." Throughout the beginning half of the 1950s, the grumbling faculty turned this boast into a jibe. Everyone was happy to be on the beautiful, oak studded rolling knolls of the East Campus' permanent site but the temporary facilities were hardly "first cabin" and those who got classrooms on the upper floor of the Nakahara building wished they were back in the "temporaries" for sawing, hammering, swearing and other construction noises were going on below them. The low point came in the fall of 1953 when enrollment exceeded classroom space and the problem was solved by erecting huge circus tents and subdividing them by canvas flaps into separate classrooms. The effect, of course, was a cacophony of voices that sounded like the proverbial Chinese schoolroom with the decibel level raised further by the roar of small airplanes taking off and landing at nearby Buchanan Air Field. Actually, it was not until 1956 that the campus began to take shape and the beauty of the present DVC campus could be foreseen.

At West Campus (now Contra Costa College), the search for a permanent site got off to a much slower start. The shipyards, plus the acquired rentals, gave plenty of room even if they, too, were not "first cabin." The lease on the maritime buildings was to run out in June 1956 so, in order to give necessary building lead time, the Board told McCunn in February 1952 to start the search. Luckily for the "pay as you go" policy, there was an unused 47 acre parcel of land, called El Portal Park, that was owned by the

Federal Government. Public Law 152 did allow, under certain conditions, the granting of unused federal land to state educational institutions. The formal request was made and again with the able assistance of Congressman George P. Miller, a quitclaim deed dated April 13, 1953 was awarded by the Federal Government for the purpose of establishing a permanent site for the West Campus. The total cost for that acreage was only that of paying for a final survey of the land. In 1954 an adjacent 32 acres were acquired for $100,000, making a campus total of 79 acres lying across the border of two communities, namely, Richmond and San Pablo--with the Hayward earthquake fault running straight through the campus.

The master plan for the West Campus, developed by John Lyon Reid, was accepted by the Board in July 1956. In the meantime, previously condemned elementary school buildings had been secured from the San Pablo School District and moved to the newly acquired site and these, coupled with a complex of temporary buildings built on the site for administrative offices, constituted West Campus until its first permanent structure was completed. The first permanent structure, the Humanisties and Science Building, had been started and by the shipyard lease expiration date of June 30, 1956, "Shipyard Tech" really became Contra Costa Junior College-West Campus and moved on to its permanent home. As with East Campus, it took many many more years to substitute permanent buildings for the temporaries but now, despite the earthquake fault, there stands intact a lovely campus.

Prior to the acquisition of either of the campus sites, the Superintendent and the Board started a search for a District headquarters. They really wanted it in Martinez since this was the County seat with its County Courthouse and the offices of the County Superintendent of Schools. His office at that time was the paymaster for the College District and was assisting in other administrative capacities as well. The Robert Barlund residence was just across the street from the Courthouse and was available for $12,500. The District bought it and after spending a few more thousand dollars on remodeling (the previous tenant had been a palmist), the District staff was moved in mid January 1950 from their temporary offices in the James Hotel on Main Street in Martinez, to its new headquarters at 1005 Escobar Street. The entire staff at that time included McCunn, Sullivan, Drayton Nuttall, Administrative Assistant, Dr. Wayne McIntire, Administrative Assistant, Mrs. Irene Sargeant, Secretary to the Superintendent, and Mrs. Murray, Secretary to Graham Sullivan. Later, as McCunn established the layer of District coordinators, plus the first public relations person, Bob Davidson, the staff outgrew these quarters in a hurry. To accommodate to this growth, the Board in May, 1955 authorized a purchase of the adjacent property owned by the Fothergill family. This building, after extensive remodeling, served the District for a number of years as the Board room and offices for additional staff.

This long introduction was designed to give the reader the context and the flavor of the opening years of this District. It is, of course, subjective, for any narrative history reflects the subjective perceptions of the narrator. What follows and what makes up the meat of this report will be abstracts of the Board Minutes from the first meeting in 1949 through the decades to 1986. Here, the strictures of objectivity were much, much tighter. Even so, the subjectivity inherent in human behavior does creep in. It was found, for example, that in the early years under Superintendent McCunn some important items on the Board agenda never appeared in the Board Minutes. And, it must be admitted that there is some subjectivity in the abstraction process itself. Someone must decide what is important enough to include and what can be left out, what can be condensed and what must be reported verbatim. With these caveats in mind, the reader can, with diligence and perseverence, reconstruct from these shards an outline history of the Contra Costa Community College District.

Notes:

1. In conversation with George Gordon, June 1986.
2. "Contra Costa Junior College District's Historical and Administrative Development," by Robert E. Stoker.
3. Governing Board minutes, January 26, 1951.
4. "Contra Costa Junior College District's Historical and Administrative Development," by Robert E. Stoker.

MEMBERS OF GOVERNING BOARD BY WARDS
CONTRA COSTA COMMUNITY COLLEGE DISTRICT

WARD I

Lloyd Farr	1973 to present.
William Kretzmer	Appointed 1959. Resigned 1973.
Elton Brombacher	Appointed to original Board January 1949. Resigned 1959.

WARD II

William P. Moses	1973 to present.
Coleman F. Fannin	Elected April 20, 1971. Resigned December 20, 1972.
Glenn L. Clemetson	Appointed June 27, 1960 to complete term of Edgar Dale. Retired 1971.
Edgar W. Dale	March 1954. Resigned June 27, 1960.
C.T. "Pat" Butler	May 1952. Resigned February 1954. Trustee from Richmond area. Wards established June 22, 1953.
Bert Coffey	Appointed to original Board January 1949. Unseated by Pat Butler, May 1952. No wards established.

WARD III

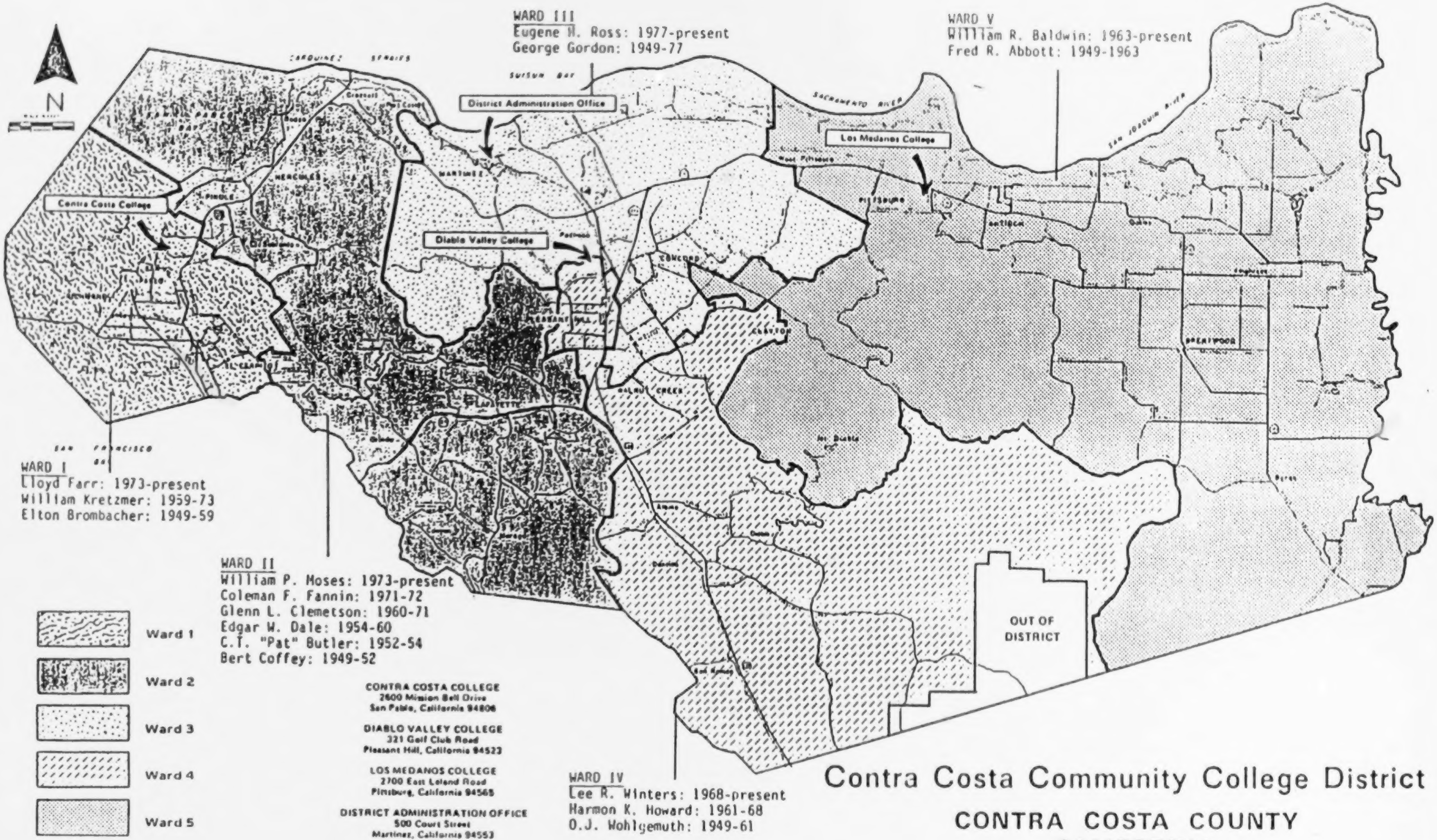
Eugene H. Ross	1977 to present.
George Gordon	Appointed to original Board January 1949. Resigned 1977.

WARD IV

Lee R. Winters	1968 to present.
Harmon K. Howard	Appointed July 1961. Resigned 1968.
O.J. Wohlgemuth	Appointed to original Board January 1949 - 1961.

WARD V

William R. Baldwin	1963 to present.
Fred R. Abbott	Appointed to original Board January 1949. Lost seat to Baldwin by election.


N
CARQUINEZ STRAITS
SUISUN BAY
District Administration Office
SACRAMENTO RIVER
SAN JOAQUIN RIVER
Los Medanos College
Contra Costa College
Diablo Valley College
MARTINEZ
HERCULES
PINOLE
PITTSBURG
ANTIOCH
CONCORD
CLAYTON
PLEASANT HILL
WALNUT CREEK
BRENTWOOD
Mt. Diablo
SAN FRANCISCO BAY
OUT OF DISTRICT
Ward 1
Ward 2
Ward 3
Ward 4
Ward 5

WARD III
Eugene H. Ross: 1977-present
George Gordon: 1949-77

WARD V
William R. Baldwin: 1963-present
Fred R. Abbott: 1949-1963

WARD I
Lloyd Farr: 1973-present
William Kretzmer: 1959-73
Elton Brombacher: 1949-59

WARD II
William P. Moses: 1973-present
Coleman F. Fannin: 1971-72
Glenn L. Clemetson: 1960-71
Edgar W. Dale: 1954-60
C.T. "Pat" Butler: 1952-54
Bert Coffey: 1949-52

CONTRA COSTA COLLEGE
2600 Mission Bell Drive
San Pablo, California 94806

DIABLO VALLEY COLLEGE
321 Golf Club Road
Pleasant Hill, California 94523

LOS MEDANOS COLLEGE
2700 East Leland Road
Pittsburg, California 94565

DISTRICT ADMINISTRATION OFFICE
500 Court Street
Martinez, California 94553

WARD IV
Lee R. Winters: 1968-present
Harmon K. Howard: 1961-68
O.J. Wohlgemuth: 1949-61

Contra Costa Community College District

CONTRA COSTA COUNTY
CALIFORNIA

THE PERIOD 1949 - 1962

In brief:

The thirteen years of the Drummond McCunn superintendency were fraught with controversy that ended with his dismissal by the Board. Even so, his legacy was not all negative. He was a populist who sincerely believed in the "open door" and in the maximum education for all citizens. During his tenure, the District did get soundly formed; two comprehensive junior colleges were started; site selections were made and the building program got underway; the student personnel point of view was fostered; basic Board policies were adopted; and the financial policy of pay-as-you-go left the District perhaps delayed in its building construction but debt-free and with a healthy reserve.

HIGHLIGHTS OF BOARD ACTIONS DURING THE DRUMMOND McCUNN SUPERINTENDENCY
(1949 - 1962)

- The first official Board Meeting - January 24, 1949.
- Drummond McCunn appointed as Superintendent - June 15, 1949.
- J. Graham Sullivan appointed as Assistant Superintendent in Charge of Instruction - August 15, 1949.
- First instruction - Camp Stoneman, Pittsburg, California - September 1949.
- Temporary campus established at Kaiser Shipyard #3 for Richmond Campus - October 10, 1949.
- The campus in Richmond was named Contra Costa Junior College at Richmond, November 4, 1949.
- John Porterfield appointed Director of Contra Costa Junior College at Richmond - December 9, 1949.
- Campuses named: CCJC-East Campus and CCJC-West Campus - April 14, 1950.
- Leland Medsker appointed as Director of CCJC-East Campus - May 22, 1950.
- First instruction - West Campus, Kaiser Shipyard, Richmond - February, 1950.
- First instruction - East Campus, Martinez, California - September, 1950.
- Campuses renamed: West CCJC and East CCJC - March 26, 1950.
- East Campus site (Roche property), Pleasant Hill, California purchased - June 12, 1950.
- First graduation, West CCJC - June 16, 1950.
- District budget for first full academic year 1950-51 - $1,093,913.
- Board Member Bert Coffey (Richmond) loses election to Clifford T. Butler in the election of May 16, 1952.
- First instruction on permanent campus, East CCJC, Pleasant Hill - September, 1952.
- West Campus site (El Portal), San Pablo, purchased - March 23, 1953.
- John Porterfield resigned; Joseph Cosand appointed Director of West CCJC - June 22, 1953.
- Board approved the first concept of District Wards (5) for the purpose of trustee elections - June 22, 1953.

- Board member C. T. Butler, Ward II, resigned February 8, 1954. Edgar Dale (Richmond) appointed as replacement for Butler - March 8, 1954.
- The Board established the Personnel Advisory Committee - September 27, 1954.
- The Board approved affiliating with the Commission for Accrediting Junior Colleges, the Western College Association - October 13, 1954.
- First Accreditation Teams (one for each campus) met with the Board - February 14, 1955.
- Organizational chart for the District prepared for the Accreditation Team - 1955.
- J. Graham Sullivan resigned the position of Assistant Superintendent for Instruction; Reed Buffington appointed - May 28, 1956.
- ECCJC and WCCJC campuses received their first five year accreditation - November 10, 1955.
- Leland Medsker resigned as Director of ECCJC; Karl Drexel appointed - June 25, 1956.
- First instruction on permanent campus, WCCJC, San Pablo - September, 1956.
- Joe Cosand resigned as WCCJC Director; Bob Faul appointed - February 24, 1958.
- The Board approved changing the campus names to colleges: ECCJC to Diablo Valley College; WCCJC to Contra Costa College - July 1, 1958.
- CTA "Fact Finding Report" regarding Communication between the faculties and the Board presented to the Board - November 24, 1958.
- Board Member Elton Brombacher, Richmond Ward I, resigned - February 24, 1959.
- William Kretzmer appointed to replace Brombacher - March 9, 1959.
- DVC/CCC granted accreditation for another 5 years - March 27, 1960.
- Board Member Edgar Dale resigned and Glen Clemetson was appointed - June 27, 1960.
- Reed Buffington, Assistant to the Superintendent, resigned - July 3, 1961.
- Board Member O. J. Wohlgemuth resigned and was replaced by Harmon K. Howard - July 17, 1961.
- Superintendent McCunn makes presentation to Board regarding his views on the teaching about communism in our schools as expressed in his speech to the California Association of School Administrators (December 6, 1961) - December 11, 1961.

- Highlights of Governing Board Meetings wherein all concerned--Board Members, Superintendent, faculty, the public, students--expressed their opinions and beliefs, pro or con, on the Superintendent's attack on some faculty (unnamed) at DVC and CCC - Meetings on January 8, January 22, February 26, March 12, March 26, April 9, April 23, 1962.

- Acceptance of Quit Claim Deed for Camp Stoneman - March 26, 1962.

- Presentation of the investigative report of the Contra Costa Junior College District by a group of highly respected administrators and teachers from California Association of School Administrators, California Junior College Association, California School Board Association, California Teachers Association - March, 1962.

- The Board adopted a resolution on a 4-1 vote to terminate the services of Superintendent Drummon J. McCunn - May 28, 1962.

THE FIRST GOVERNING BOARD
1949-1952
Bert Coffey, Fred Abbott, President George Gordon,
Elton Brombacher, O.J. Wohlgemuth

THE FIRST SUPERINTENDENT
Dr. Drummon J. McCunn

COUNTY SUPERINTENDENT
OF SCHOOLS
Bryan O. Wilson

HIGHLIGHTS FROM GOVERNING BOARD MINUTES

JANUARY 1, 1949 - JUNE 30, 1949

BOARD MEMBERS	Fred Abbott, Brentwood Elton Brombacher, Richmond Bert Coffey, Richmond George Gordon, Martinez O.J. Wohlgemuth, Walnut Creek

January 24, 1949 - First Official Board Meeting

Pursuant to a call of Bryan O. Wilson, Superintendent of Schools, Contra Costa County, the appointed Board members met in the County Supervisor's Board Office. District Board members were Fred Abbott, Elton Brombacher, Bertram Coffey, George Gordon, and O.J. Wohlegemuth.

They met as a result of establishing the District with the successful election of December 14, 1948.

George Gordon was elected interim President pending election of members.

The District name was selected: Contra Costa Junior College District of Contra Costa County.

There were approximately 100 in audience, including Dr. Frank Lindsey, State Department of Education, who said--among other things--that this was the first countywide junior college in the state. He stressed the importance of maintaining a program of high standards in the liberal arts as well as in the technical courses designed to meet the pre-employment and upgrading needs of employees and employers in the area to be served.

February 18

The Board wanted information regarding counseling and guidance being done in junior colleges. This was the first evidence of student-centered education by the Board. [This Board was determined that the colleges were going to provide the best counseling services available in any segment of higher education. With that leadership, the colleges were, for years, in the forefront of student services in California.]

[The budget for the "year" 1949-1950 was $675,525. In 1986-1987, the budget was $55,809,055.]*

April 22

Dr. Herman Spindt, Director of Admissions U.C., talked to Board re "Relations with U.C."

Samuel Fick, Chief of the Bureau of Trade and Industrial Education, State Department of Education, talked to Board: "A Program of Vocational Education for Contra Costa County."

May 13

The appointed Board agreed to discontinue efforts to select a Superintendent until the Board elections were held.

---

*Brackets indicate additional information, not information abstracted from the minutes.

May 27

Board was certified in the first election held May 20, 1949. All appointee-incumbents were elected. (Ten other citizens were also candidates.)

June 15 - Special Meeting, George Gordon's Office

Drummond McCunn met with Board to discuss its offer to him to become the chief-administrator of the District.

McCunn agreed to a salary of $15,000. The minutes show that he was hired, but it was a 4-0 vote with Bert Coffey absent. Attempts to locate Coffey to make the vote unanimous failed. (Bert was vacationing in Southern California.)

McCunn's first recommendation, "My chief aides should be called Directors." He did not mention the need for an Assistant Superintendent.

JULY 1, 1949 - JUNE 30, 1950

BOARD MEMBERS
Fred Abbott
Elton Brombacher
Bert Coffey
George Gordon
O.J. Wohlgemuth

July 1

Board Members George Gordon elected President; Fred Abbott, elected Secretary; (No V.P.).

July 15

Mr. Drayton B. Nuttall and Dr. Wayne McIntire were employed by the Board.

[On August 1, temporary administrative offices were opened in the Hotel James at $9 per day. The Board borrowed $25,000 from the county employees' retirement fund, at 5% interest, for operating expenses until tax revenues for the college district, to be raised by a 1949-50 levy of 27½¢, would accrue.]

August 5

J. Graham Sullivan, Asst. Superintendent of Schools in San Diego, was invited to attend next Board meeting. He was being considered for the position of the Assistant Superintendent in Charge of Instruction.

Board purchased 1005 Escobar as its administrative office. Price $12,500.

August 15

In a special meeting, Graham Sullivan was hired as Asst. Superintendent of Schools, in charge of instruction.

September 16

Upon the recommendation of George Gordon, it was stipulated that "All architects to be hired should be people who either live in or have offices in C.C. County."

Mr. Tom Murray was employed as Librarian. Mr. Homer Hastings was employed as first fulltime teacher.

WEST CAMPUS CCJC - February, 1950

Barbara Cope, Assistant Librarian
Dr. Jane Costellonas, Family Life Education
George Johnson, Business Education
Virginia King, Art
Marybelle Pyle, Business Education
Phebe Ward, Director of General Education
Elizabeth Johnson, Reading, English
Drummond McCunn, Superintendent
William MacKay, Counselor, Psychology
Gene Carr, Director of Athletics and P.E.
Josephine Amer, Clothing Construction
Marie Stengel, Art
Adrian Newman, Music
Dr. Arthur Brayfield, Coordinator, Guidance
and Pupil Personnel (U.C. Professor)
Douglas Connelley, Engineering Drawing
James Bales, Mathematics

J. Graham Sullivan, Assistant Superintendent
George "Bob" Faul, Dean of Student Personnel
John Porterfield, Director (President)
Mary Summerfield, Physical Sciences
Toni Callenbach, Physical Education, Health Education
Vivian Loomis, Apparel Design
Walter Sharonovich, Russian
Fred Tarp, Biological Sciences
Karl Drexel, Assistant Dean, Student Activities
Stanley Jacobs, History and Political Science
Dr. Herman Chrisman, History and Political Science
Morris Tepping, Counselor, English
Tom Murray, Librarian

Not Pictured:
Robert C. Davidson, Administrative Assistant
Robert Nelson, Coordinator of Distributive Education

September 26

The first instruction was offered in high schools of the county and at Camp Stoneman, Pittsburg.

October 10

Joe Bellenger, a teacher in the Richmond Schools, was hired as counselor for the "Stoneman program." It was agreed to proceed with offering classes at Camp Stoneman in seven areas: English, Psychology, Russian, Poli Sci, Algebra, U.S. History, and Economics. High school teachers to be used.

October 21

The Board decided there would be two campuses with a third if agriculture classes are developed for eastern and southeastern sections of County.

November 4

An editorial from The Richmond Independent was read. It commended the Board for establishing the first campus in Shipyard #3, Richmond. Mr. Brombacher was thanked by the Board for his vision in using the U.S. Maritime Commission buildings.

The campus was named Contra Costa Junior College at Richmond at Mr. Brombacher's suggestion. [This was its first name. In five months it was to be changed from a college to a campus - CCJC-West Campus.]

November 21

Mr. Robert H. Nelson, former State Director of Business Education, Department of Education in Utah, was employed as Coordinator of Distributive Education.

November 28

The Board hired Dr. Joseph DeBrum as a Consultant in Business Education. The Board also interviewed candidates for administrative positions.

December 9

John Porterfield was hired as the Director of Contra Costa Junior College at Richmond. Mr. Porterfield was the Assistant to the Superintendent of the Richmond Schools. He later became a key figure in the California Junior College movement.

Professor Arthur Brayfield of U.C., in response to the previous Board request for information on counseling and guidance, was employed as a consultant in developing the guidance programs in the District colleges.

Robert Davidson was employed as Administrative Assistant (Public Relations). Phebe Ward was employed as Coordinator of General Education.

December 16

Karl Drexel was hired as Assistant Dean of Student Activities; $562.50/month. [He had previously been a counselor and athletic director at Alhambra Union High School in Martinez, California. He later became Dean of Student Personnel, Director (President) of ECCJC (DVC) and lastly, Superintendent of the District.]

January 20, 1950

George (Bob) Faul was hired as Dean of Guidance and Pupil Personnel; $585.00/month. [He had formerly been Director of Guidance at Sequoia College in Visalia, California. He later became Director (President) of WCCJC (CCC) and resigned that office to become Superintendent/President of Monterey Peninsula College in Monterey, California.]

[The Board approved the catalog for the first instruction at Contra Costa Junior College at Richmond. First officers and instructors, see Appendix I.]

February 14

The first instruction was offered at Contra Costa Junior College at Richmond - 500 students.

April 14

The name of Contra Costa Junior College was changed to CCJC-West Campus. The name of the second "college" was CCJC-East Campus. [This move was apparently made to emphasize the fact that this was one junior college district and its institutions were merely "campuses" in that junior college district.]

May 22

Leland L. Medsker was hired as Director of the East Campus. [Lee Medsker, before this appointment, had been President of Wright Junior College in Chicago and past President of the American Junior College Association. The position was called Director, not President, to show the centrality of the District Office.]

June 12

Joseph P. Cosand was hired as a part-time Chemistry Instructor. [At the time he was in a doctoral program at U.C. He was later to become Dean of Instruction at CCJC-West Campus and when Director John Porterfield resigned he was appointed Director (President). He, too, subsequently resigned to accept the position of Superintendent/President of Santa Barbara Junior College. He moved from there to hold the junior college desk at the U.S. Office of Education. His next post was founding Chancellor of the St. Louis Community College District. For many years before his retirement he was Director of Community College Education in the Department of Higher Education at the University of Michigan.]

The Board passed a resolution to condemn the Roche property, projected East Campus site and present site of Diablo Valley College in Pleasant Hill.

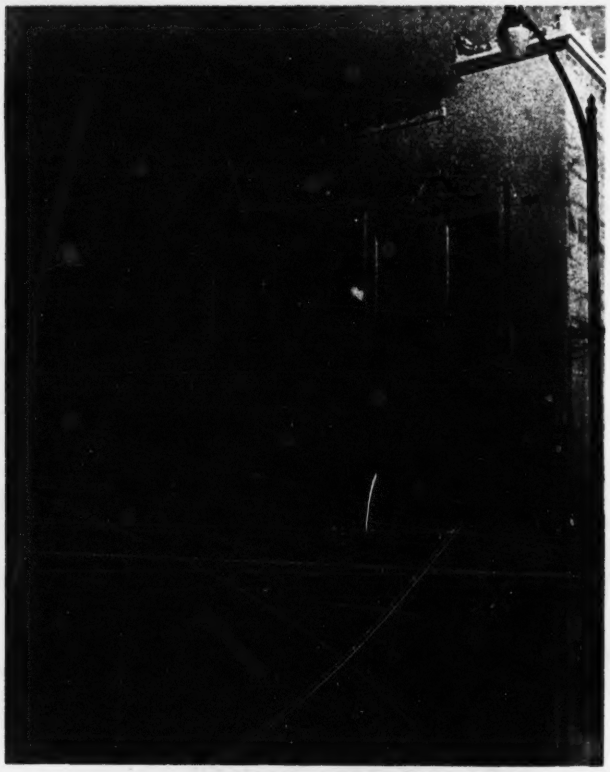
[On June 16 the first graduation class at West Campus, consisting of three students, were awarded the Associate in Arts Degree. These three students were Robert Connolly, Edward H. Bill, and Robert Carhart.]

June 22

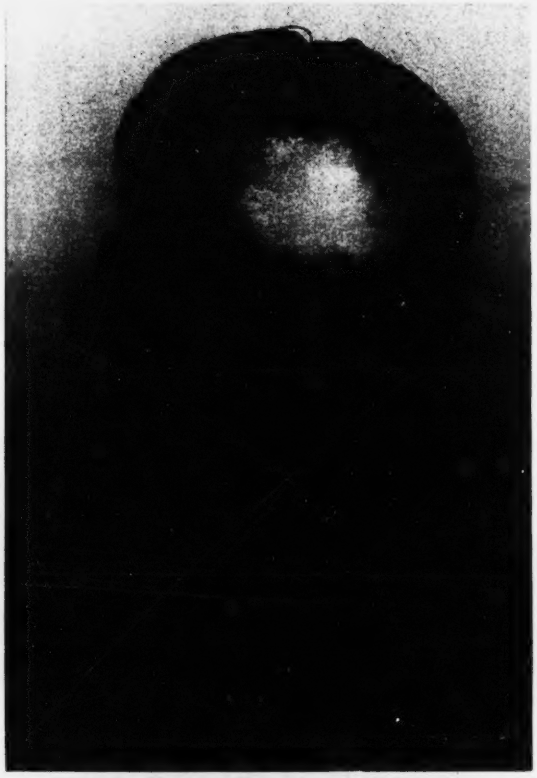
The Board renewed the contracts of the following administrators at the indicated salaries:

R. Buffington, Dean of Instruction	$7000
K. Drexel, Dean of Student Personnel	$7000
G. Faul, Dean of Student Personnel	$7250
L. Medsker, Director, CCJC-East Campus	$9500
J. Porterfield, Director, CCJC-West Campus	$9500

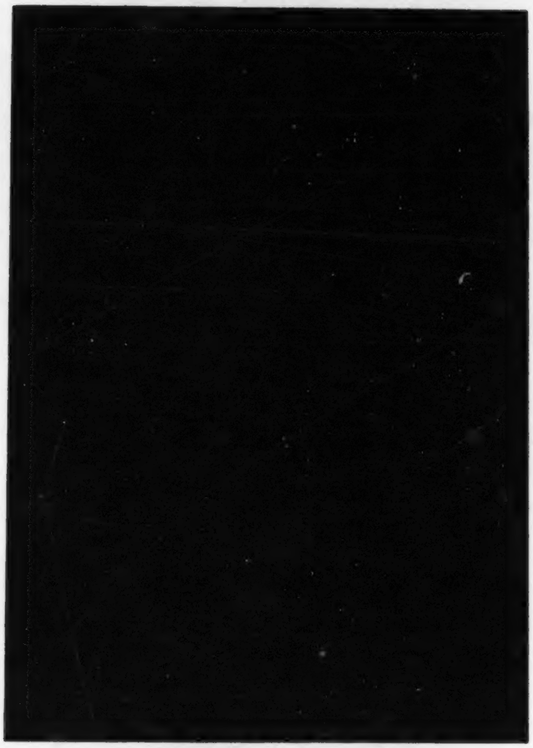
[The Board approved the catalog for the East Campus and West Campus. See Appendix II for Administration and Faculty 1950-1951.]



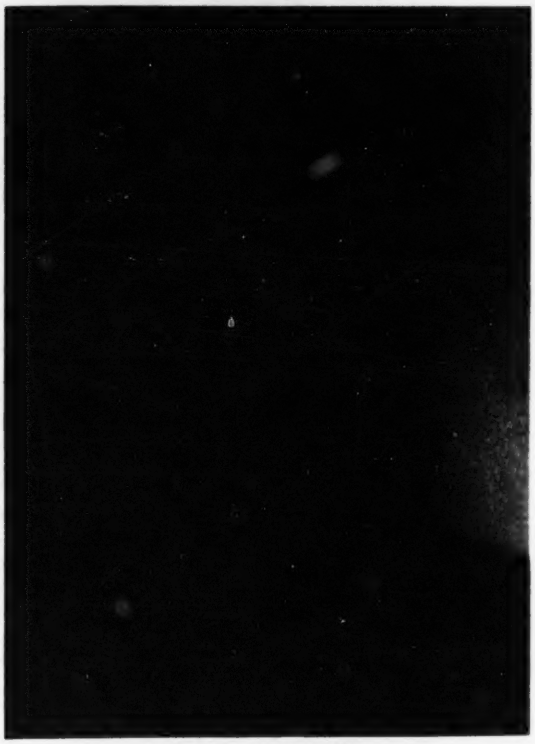
First District Offices
Hotel James
Martinez, California



First Assistant Superintendent
J. Graham Sullivan
1949 - 1956



First Director
Contra Costa Junior College
at Richmond
John H. Porterfield
1949 - 1953



First Director
CCJC - East Campus
Dr. Leland L. Medsker
1950 - 1956

JULY 1, 1950 - JUNE 30, 1951

BOARD MEMBERS
Fred Abbott
Elton Brombacher
Bert Coffey
George Gordon
O.J. Wohlgemuth

September 18

East Contra Costa Junior College opened in the old grammar school in Martinez for its first term of operation with 350; West CCJC opened for its second term with 1,000 students.

September 24

Jack Buchter, AIA, presented an architectural master plan for East Campus.

January 26, 1951

George Gordon regarding faculty salaries: "Keep in mind the decision of this Board to maintain the highest salary schedule of Junior Colleges in the San Francisco Bay Area." [With this statement, and, again with this leadership, this District has continued to be among the top 5% in the state in salaries and fringe benefits.]

March 26

The Board renamed the colleges West CCJC / East CCJC.

June 11

Sullivan and Medsker presented a detailed report of the procedures used for the interviewing of Black teacher candidates for the position of teaching communication at West Campus. After interviewing 17 candidates, Mr. Bertram Lewis was recommended to the Board. This is the first evidence of a Board concern for affirmative action.

June 15

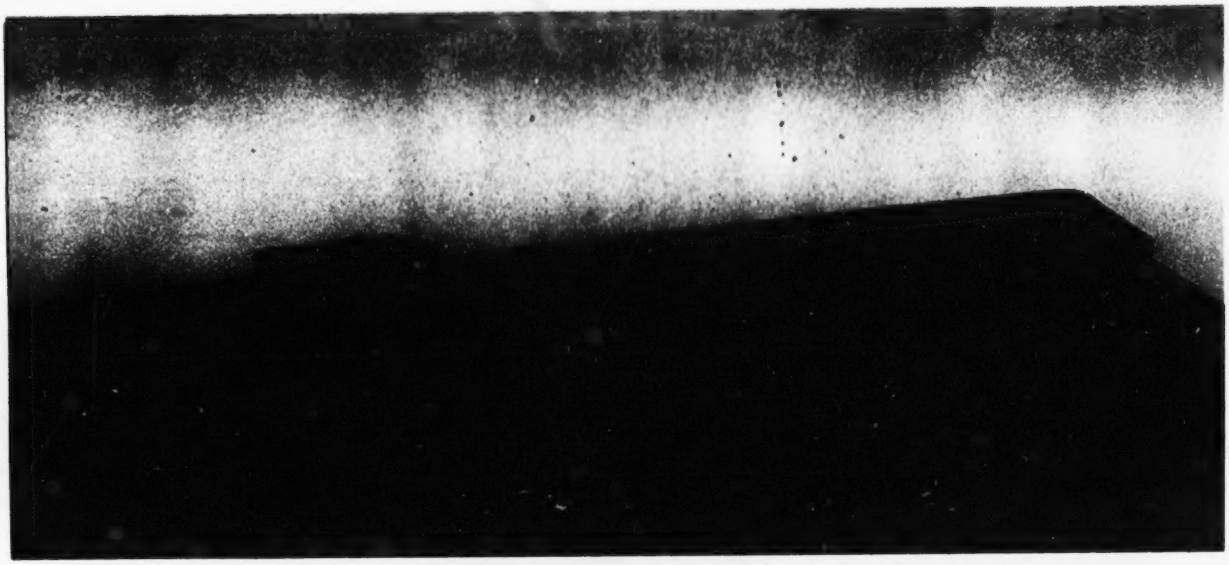
The AA Degree awarded to 45 graduates at the first joint commencement exercises at the Memorial Auditorium, Richmond.

JULY 1, 1951 - JUNE 30, 1952

BOARD MEMBERS
Fred Abbott
Elton Brombacher
Bert Coffey
George Gordon
O.J. Wohlgemuth

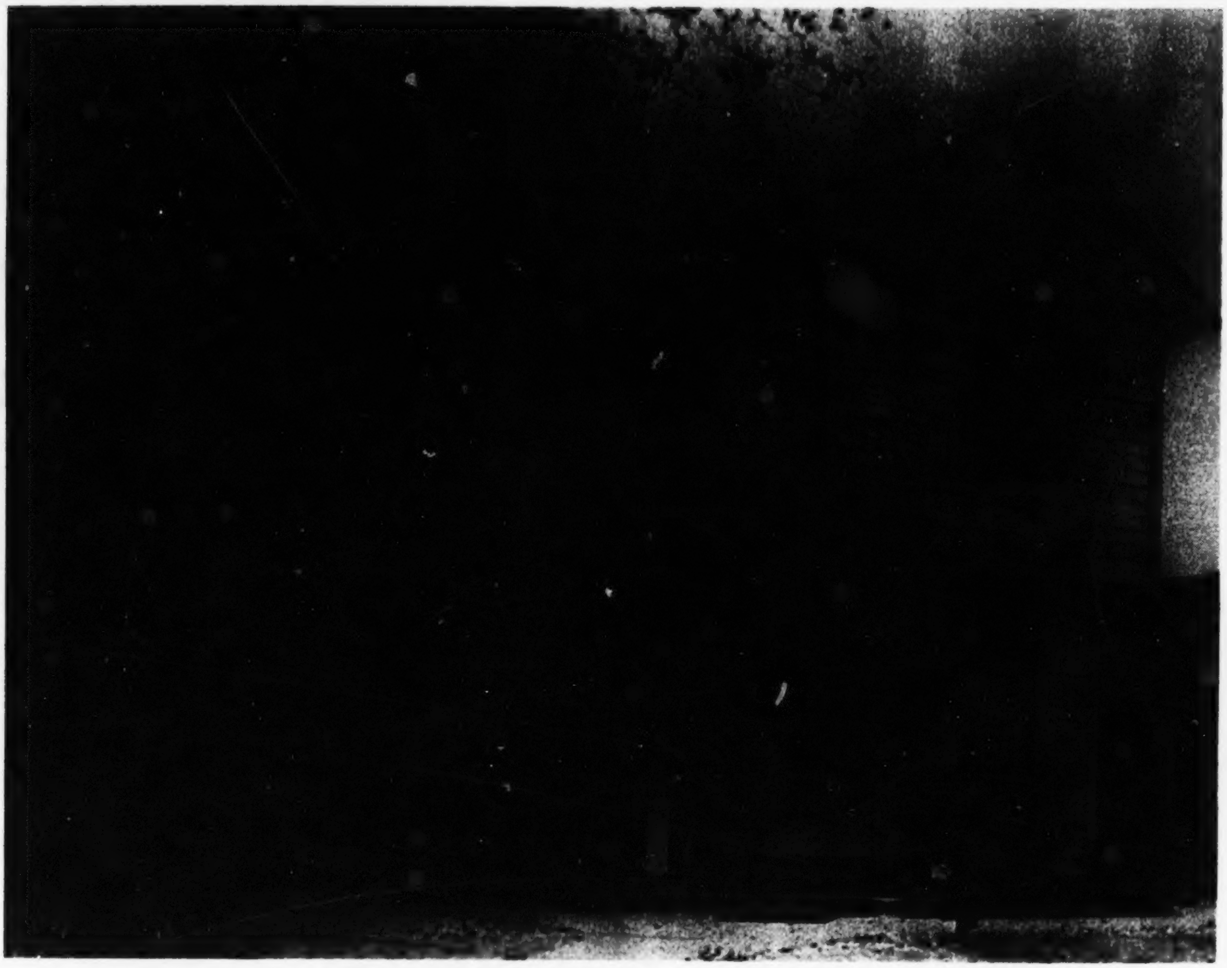
September 26

Fred Confer and John Warnecke present their architectural master plan for East Campus.



CCJC - WEST CAMPUS
February 1950 - September 1956
Former administrative office, payroll office, cafeteria of Kaiser Shipyard #3 in Richmond were converted into offices, classrooms, and cafeteria to house first college students.

CCJC - EAST CAMPUS
September 1950 - August 1952
A former elementary school in Martinez converted into offices and classrooms to house first college students. Now the Martinez Boys Club.



1005 Escobar Street, Martinez

SECOND DISTRICT OFFICES AND BOARD ROOM
1950

October 22

Joseph Cosand was appointed acting Dean of Instruction at WCCJC for the period of November 1-June 30.

Lee Medsker got Board approval to conduct World Affairs Forum throughout CCJC District.

November 12

The Board approved of accreditation by a regional accrediting association even though such action at that time was not mandated.

December 15

The Dental Assistant Program at ECCJC was officially approved by American Dental Association--one of eleven nationwide and one of six in California. This was initiated in cooperation with the Contra Costa County Dental Association.

February 11

The Board authorized Sullivan and Medsker to lead the Horticulture, Floriculture and Agriculture Advisory Committee to visit other colleges to get a better understanding of what others are doing.

The Board filed formal application with the Federal Government for the El Portal property in San Pablo as the site for WCCJC.

Report of Student Enrollment. Dr. McCunn reported that the enrollment at the East Campus was 477 students, an increase of 35% over the spring of 1951, and the West Campus enrollment was 1130, an increase of 11% over the spring of 1951.

Faculty Participation in Commencement. Dr. McCunn stated that it was possible to rent or purchase caps and gowns for the students, but it was not possible for the District to rent or buy caps and gowns for the faculty. Thereupon some of the faculty had objected to the expense of having to participate in commencement exercises in academic dress. There was also objection by some teachers because some of the teachers, low in academic qualifications but high in work experience, were permitted to wear the Bachelor of Arts gown of the University of California.

The Board Members felt that academic dress should prevail at this affair since it is a college graduation.

Mr. Coffey estimated that on a voluntary basis there would be sufficient faculty members participating. At his suggestion the Board invited the faculty to participate in graduation in academic dress.

February 25

Board Report No. 339 - Graduation Requirements. The requirements for graduation for the degree in Associate in Arts are:

Section A (State Requirements)	Health Education	2 units
	Physical Education (4 semester courses or 1/2 unit each)	2 units
	American Institutions[1]	3 units
Section B (Contra Costa Requirements)	Psychology[2]	2 units
	English (may be waived)	3 units

Section C (Elective Requirements)	English Humanities Natural Science & Mathematics Social Science	*9 units

*These 9 units to be chosen from the areas mentioned, with at lease one course (of not less than 2 units) in at least three different fields.

Major Field	20 units
Electives	19 units
Total	60 units

Note 1. West Contra Costa Junior college will require 4-6 units in American Institutions, with 1-3 of these units used to fulfill the social science area requirement in Section C.

Note 2. West Contra Costa Junior College also required 3 units in psychology.

Note 3. Transfers from one campus to the other, having completed specific graduation requirements at the first campus, will be considered to have completed the comparable requirements at the second campus. This applies in particular to different interpretations as stated in Notes 1 and 2 concerning Psychology and American Institutions.

Note 4. The interpretation of Section C will be the prerogative of the campus concerned.

Note 5. These requirements were to become effective for those students who enter during the fall semester, 1952.

On motion of Mr. Wohlgemuth, seconded by Mr. Brombacher, by unanimous vote, the above requirements for graduation were approved.

March 24

The faculty and graduating students of both campuses voted for separate graduations. The Board approved.

April 14

The Board adopted the following hiring policy: One family member only can work for the District; if teachers get married while on job, O.K. if assigned to separate locations.

May 23

Results of Trustee election: B. Coffey defeated by 985 votes in the May 16 election by Clifford T. Butler. All other incumbents were elected. [Mr. Butler was the Manager of Hercules Powder Company.]

ECCJC Ground Breaking Ceremonies - 1951
Pleasant Hill, California

ECCJC FACULTY - 1950

Back Row: Byron Guyer, Joseph Cosand, Melvin Shimmin, Hugo Boschetti, Reed Buffington, Hal Buffa, Clayton McCay, Herman Chrisman, Ferdinand Ruth, Norris Pope, Robert Lindsey, Thomas Murray, John Scaglione, Charles Collins, Karl Drexel.

Front Row: David Glover, Margery Selm, Helen Darrow, Frances Young, Henry Harris, Edna Turner, Betsy Van Seventer, Lucia Maley, Allen Scholl, Elizabeth Johnson, Doris Thomas, Bess Whitcomb, Almira Kutzer.

Not Pictured: Josephine Amer, Robert Jamison, David Marin, Shully Miller, Dwight Wilson.

JULY 1, 1952 - JUNE 30, 1953

BOARD MEMBERS	Fred Abbott Elton Brombacher C.T. Pat Butler George Gordon O.J. Wohlgemuth

July 1

The Board passed a resolution of appreciation for Bert Coffey and approved the policy that all retiring Board members be issued a certificate of appreciation at the close of their term of office.

On the motion of Mr. Gordon, seconded by Mr. Wohlgemuth, the following Resolution was ordered inscribed in the minutes of this meeting:

> THE CONTRA COSTA JUNIOR COLLEGE DISTRICT,
> through community leadership, has, since its inception, developed among the students and patrons of the District ideals and a sense of community pride, now shared by the people throughout the County.
>
> It has blazoned educational opportunities and has removed economic and geographic barriers that have, in the past, deprived many worthy and competent youth and adults of educational advantages.
>
> Its accomplishments have proved that the real strength of an educational program is measured by - leadership - ideals - organization - morale.
>
> Of these factors the quality of the last three is determined in no small degree by the character of the first.
>
> Prompted by these ideals, and imbued with a desire to serve,
>
> BERT COFFEY
>
> as one of the first members of the Board of Trustees of the Contra Costa Junior College District of Contra Costa County, who served from January, 1949, to June, 1952, has earned a place among community leaders.
>
> FOR HIS UNSELFISH SERVICE THE MEMBERS OF THE BOARD OF TRUSTEES EXPRESS THEIR SINCERE APPRECIATION AND THANKS.

Mr. Elton Brombacher was authorized to make the presentation of this Resolution, duly signed by the Members of the Board of Trustees and by the Superintendent of the Contra Costa Junior College District to Mr. Bert Coffey.

Policy: It was agreed that all retiring Board Members from the Contra Costa Junior College District Board of Trustees should be issued a certificate of appreciation at the close of their term of office.

Board agreed not to award the contract for first permanent building on East campus until site had been acquired for WCCJC.

September 8

East CCJC offered its first classes on its permanent campus.

Student bus service to and from Crockett was approved. Student bus service to and from East County, Pittsburg, Antioch, Brentwood, Oakley were approved.

The Board noted that the Vocational Nurses (LVN's) were granted certificates at CCCJC. This was the first class.

October 27

First Policy re: Political Activity of Employees of District.

On a motion of Mr. Brombacher, seconded by Mr. Abbott, by unanimous vote, the following policy regarding political activity of employees of the Contra Costa Junior College District, was adopted:

" The following Resolution of the Board of Trustees of Contra Costa Junior College District establishing a rule for the conduct of the schools of the District is binding upon all employees of the District.

" The Board recognizes that it is important that the educational program of the college include consideration and discussion of current political, social, and economic issues as a part of the course of study.

" The junior colleges in the State of California are established as an integral part of the secondary school system of the free public school system of this State, and the function of their program is to educate all pupils regardless of their race, creed, political, and social affiliations. Therefore all of the employees of this District, both certificated and classified, must at all times be and remain impartial while in line of duty with the District, in connection with political campaigns and issues.

" The Board prescribes the following rules to be observed by all employees of the District.

" 1. The Board recognizes the right and privilege of any employee of the District to take or refrain from taking a stand on political issues and to campaign for any issue or candidate. Such activities, however, must be conducted on the employee's own time and off the premises of the District.

" Any meetings or gatherings on school premises, whether formal or informal, designed for the purpose of planning for political campaigns with other employees and citizens of the community shall be construed as being in strict violation of this policy.

" 2. No employee of the District shall wear or display or distribute on any premises of the District, or other places where any employee is assigned for duty, any lapel buttons, posters, literature, or other political campaign materials with the intent of influencing the outcome of any election.

" 3. No employee of the District shall circulate or secure signatures upon any petition or document seeking the election or recall of any candidates for public office, or any initiative or referendum measure.

" The right of employees of the District to petition for redress of grievances involving the operations of the District is expressly preserved.

" 4. To the end of insuring academic freedom and encouraging discussion of the political and controversial issues, and at the same time providing safeguards to which pupils of the District are entitled, the Board determines that it shall be the duty of the Assistant Superintendent in Charge of Instruction to work with the Directors and other staff members in establishing an over-all District policy whereby such issues may be discussed in class and extra-curricular meetings of students in an impartial manner.

" 5. It shall be the responsibility of the Directors of the District institutions to enforce the above stated policy and to notify the District Superintendent of any violation thereof. The Superintendent shall review the charges and present them to the Board if warranted.

" In considering such charges of prohibited political activity by employees of the District while acting as such, the Board of Trustees will bear in mind that the Appellate Court of California has held that a teacher may not in a classroom actively espouse the candidacy of a particular candidate, under penalty of being dismissed or suspended for unprofessional conduct.

" 'It is to be observed that the advocacy before the scholars of a public school by a teacher of the election of a particular candidate for a public office--the attempt thus to influence support of such candidate by the pupils and through them by their parents--introduces into the school questions wholly foreign to its purposes and objects; that such conduct can have no other effect than to stir up strife among the students over a contest for a political office, and the result of this would inevitably be to disrupt the required discipline of a public school. Such conduct certainly is in contravention not only to the spirit of the laws governing the public school system, but of that essential policy according to which the public school system should be maintained in order that it may subserve in the highest degree its purposes'"
(Goldsmith v. Board of Education, 66 Cal.App. 157, 173)

The Board unanimously agreed that copies of this policy be forwarded to all employees in Bulletin form.

January 12, 1953

Student Publications. There was considerable discussion on the matter of student publications. The Board was seriously concerned over what has been seen in print. Superintendent McCunn was asked to prepare a policy on the subject of student publications and present it to the Board in one month, at which time the Board would determine whether the policy should be a Board policy or an Administrative policy.

January 26, 1953

The AFT presented a request to eliminate periodic evidence of professional improvement from salary schedule and to eliminate "withholding increments for cause" from the present Board Policy. No action was taken.

February 9

Board approved a policy of evaluation of work experience and related instruction for credit toward the AA degree and for all part-time students.

The Board formed a Districtwide Salary Committee for certificated personnel.

Accepted Warnecke/Confer architectural master plan for the ECCJC site and approved plaque to Congressman George P. Miller for his many services to CCCJC District. [These men were the first architects to be employed by the Board. Confer and Associates were the local firm. They merged with Warnecke and Company of San Francisco to form the first joint venture of architects to serve the District.]

March 23

The Board approved the Great Books Series, including the *Communist Manifesto.* Copies were sent to the Board. [Mc Cunn wanted these books to be purchased for the book store.]

The American Legion, Port Chicago, presented 10 copies of *The Key to Peace* by Clarence Manion.

The Board authorized McCunn to sign papers for El Portal 45.07 acres - San Pablo.

There was a presentation of the Annual Report, "The First Three Years."

THE GOVERNING BOARD
1952 - 1954
Standing: Elton Brombacher, Fred Abbott
Seated: George Gordon, O.J. Wohlgemuth, C.T. Butler

April 13

Stanley Jacobs, an instructor from West CCJC was terminated for lack of cooperation on the Great Books issue.

A Quitclaim deed for 45.07 acres in San Pablo was presented to the District by Federal Government for permanent West CCJC site.

June 8

Board President Wohlgemuth read causes for Stan Jacobs' termination. [These were not in the minutes. Mr. Jacobs was later rehired to teach English at Los Medanos College in 1974. He retired from the college in 1982.]

June 22

[The election list of Certificated Personnel was approved. This report listed Joseph P. Cosand as "Director." John Porterfield as "Teacher-Permanent." No other mention was made of this change of top leadership at WCCJC. Karl Drexel was appointed Dean of Student Personnel at ECCJC.]

The Board approved Board Report 543 which divided the District into 5 wards for the purpose of electing trustees of the District:

Ward 1 - Richmond, El Sobrante, East Richmond.

Ward 2 - North Richmond, San Pablo, Pinole.

Ward 3 - Rodeo, Selby, Crockett, Port Costa, Alhambra, Martinez, Mt. View, Vine Hill, Associated Pacheco, Pleasant Hill, Walnut Creek, Lafayette, Saranap, Concord.

Ward 4 - Walnut Creek, Kensington, Berkeley Park, El Cerrito, Bay View, Richmond, Alamo, Lafayette, Orinda.

Ward 5 - Cowell, Pittsburg, Port Chicago, Clyde, Antioch, Lone Tree, Concord, Brentwood, Byron, Knightson, Oakley, Bethel Island.

Joe Bellenger was approved as Dean of Instruction at WCCJC, replacing Joe Cosand who had been elevated to Director. [Prior to this appointment, Mr. Bellenger had served the District as the director of the first courses at Camp Stoneman and later as a counselor-teacher at WCCJC.]

JULY 1, 1953 - JUNE 30, 1954

BOARD MEMBERS	Fred Abbott Elton Brombacher C.T. Pat Butler George Gordon O.J. Wohlgemuth

[C.T. Butler resigned on February 8; Edgar Dale replaced him on March 8.]

August 3

H. Nakahara's architectural plans and specifications for Library Building at ECCJC were approved.

John Reid presented architectural master plan for WCCJC, and it was approved.

Don Hardison, AIA, was contacted to do plans for Field House at WCCJC.

September 14

Board made an agreement with St. Mary's College to house the Police Academy.

September 28

Wohlgemuth objected to John Schuyten, a full-time teacher at WCCJC, being "elected" to teach part time. The objection was sustained by a 3-1 vote, 1 absent.

October 12

Policy: Not more than one representation from each campus and one administrator shall attend any conference outside of Bay Area at District expense.

John Reid was hired as supervising architect for WCCJC.

January 11

Policy: When the description of courses on each campus show similar course content, then the number and title must be identical and so catalogued.

Board Report: The Lauderdale (U.C.) report that the Hayward Fault runs under a part of the WCCJC campus was accepted, discussed and filed.

Policy: District awards are to be the Associate of Arts Degree, Certificate of Achievement, Certificate of Completion, Cards of Proficiency and Progress.

February 8

Board member C.T. Butler resigned. A citation of appreciation was given.

March 8

Edgar Dale replaced C.T. Butler as Board member. E. Dale is the Secretary of the California Elks Association and Richmond BPOE #1251.

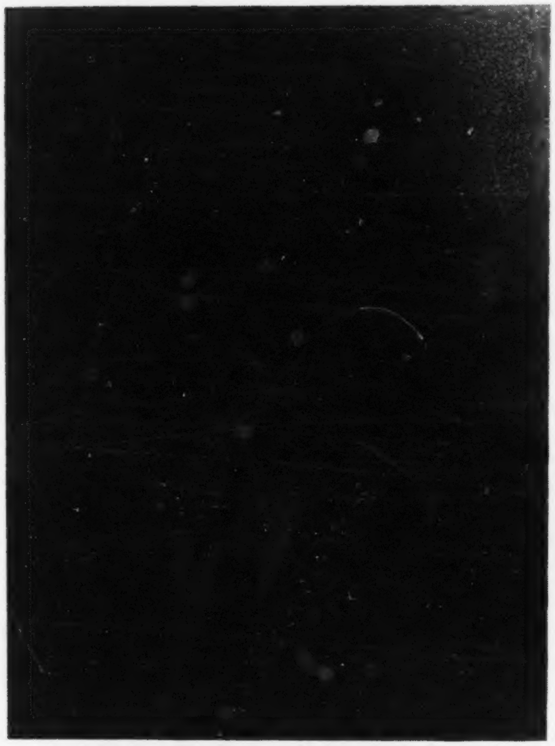
Schuyten, a full time instructor at WCCJC, was suspended for taking the 5th with Senate (State) Un-American Activities Committee. Serious question was raised as to whether the Board had the obligation to move as quickly as they did (2 days, Saturday-Monday).

Schuyten terminated on 4-1 vote (Bromacher "no").

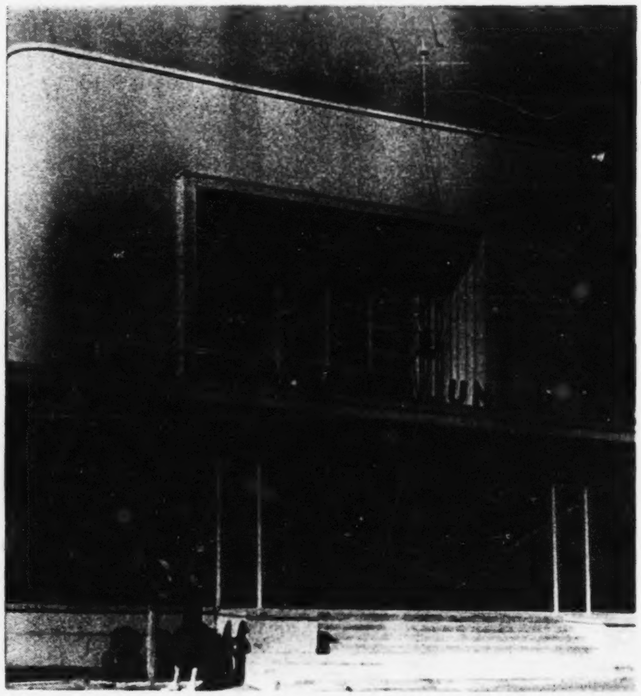
March 16

32.5 acres in Richmond, adjoining West CCJC site were purchased from the John J. Jerome estate for $100,000.

Permanent Site - ECCJC
1953
On Golf Club Road, Pleasant Hill, California



Director Joseph Cosand
WCCJC
1953 - 1958



Administrative Offices
WCCJC - 1953
Kaiser Shipyards
Richmond

JULY 1, 1954 - JUNE 30, 1955

BOARD MEMBERS	Fred Abbott Elton Brombacher Edgar Dale George Gordon O.J. Wohlgemuth

September 27, 1954

Policy: A Personnel Advisory Committee was established. It was comprised of: Superintendent/Directors/4 Teachers (2 selected from each campus by faculty).

Purpose: To study the following characteristics of the CCJC District:
- Morale of teaching personnel
- Selection procedures of teaching personnel
- Orientation of teaching personnel
- Promotion of certificated personnel
- Evaluation of effectiveness of certificated personnel
- Termination of employment of certificated personnel
- Conducting of perodic personnel surveys
- Teacher work loads

It was authorized to hear certificated grievances.

October 11

Policy: Decision on changing of grades. No changes are to be made by anyone but the teacher and that only if mechanical or arithmetical errors have been made. Only a committee composed of the two Deans and the Director are allowed to approve.

November 8

The Health Department asked to purchase 2 acres of East land. 5-0 vote to negotiate sale at $1,725/acre.

John Warnecke was appointed supervising architect for ECCJC.

November 22

Harry Bruno, AIA, was approved to plan the Student Activities Building at ECCJC.

Policy: Decision on the financing of co-curricular activities. The policy spells out what District shall pay and what the Associated Students shall pay. This, by California standards, was a very generous policy.

Donald Hardison, AIA, employed for Gym complex at ECCJC.

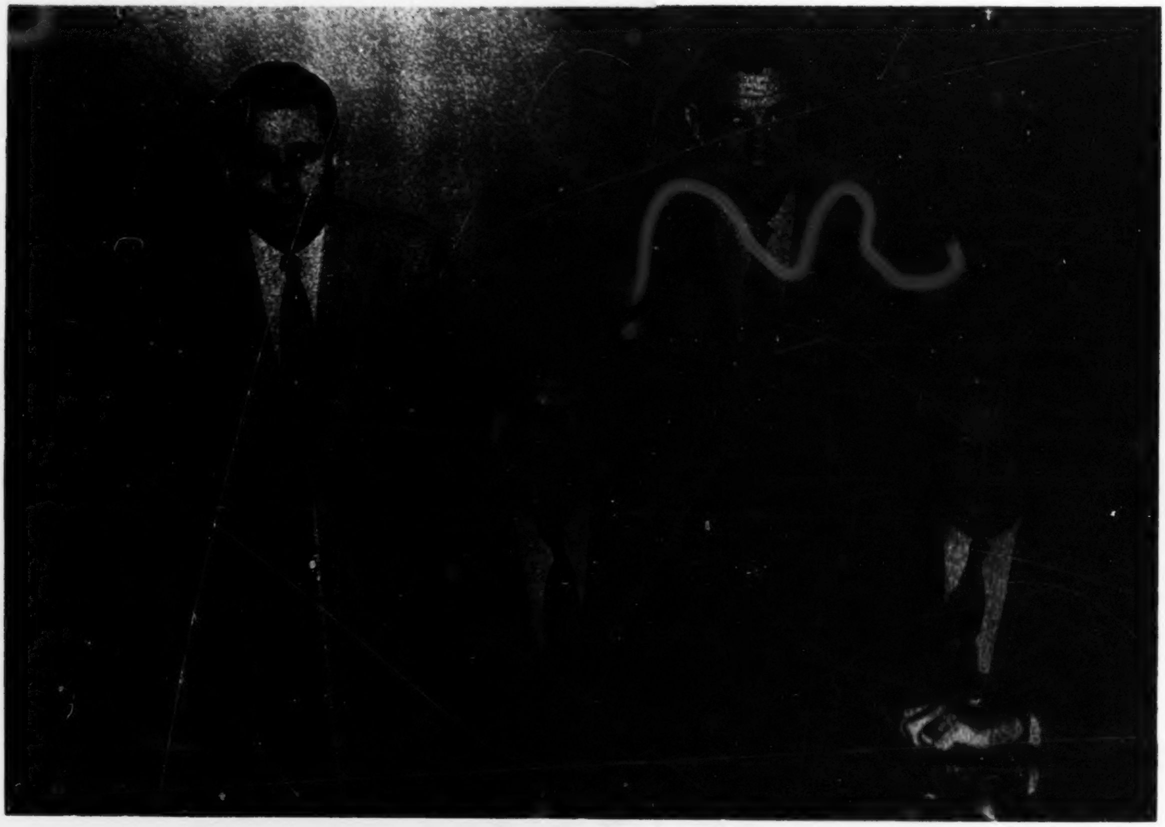
December 13

Policy: Decision on smoking on campus: only in areas designated by Director shall smoking be allowed on grounds, student center, student activities areas, faculty offices, conference rooms and all other individual offices.

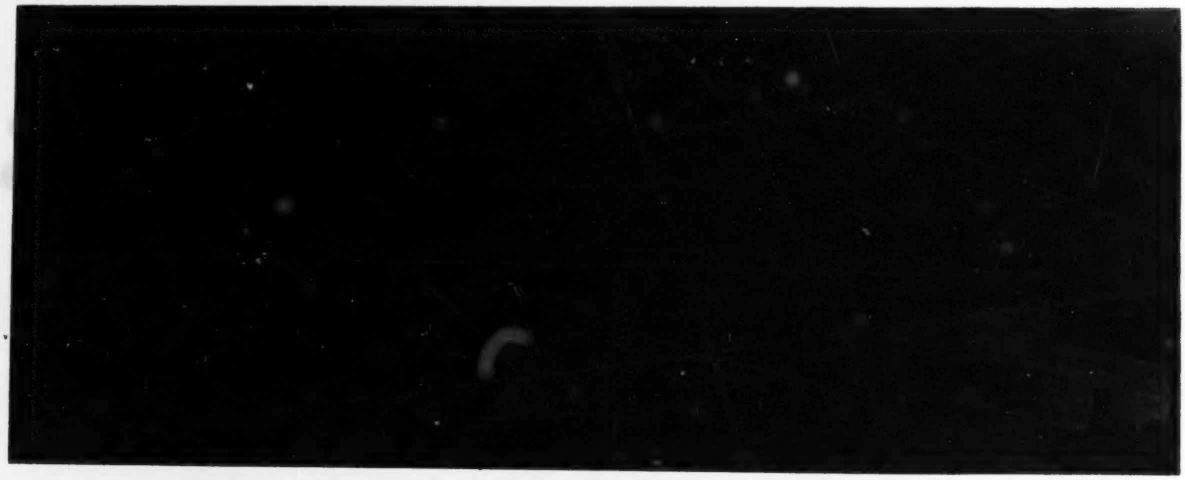
January 24

Prior to October 13, 1952, junior colleges in California were not accredited by any designated accrediting agency.

On October 13, 1952 junior colleges voted to affiliate with the Commission for Accrediting Junior Colleges, Western College Association.



GOVERNING BOARD
1954 - 1960
Standing: Elton Brombacher, George Gordon
Seated: Edgar Dale, Fred Abbott, O.J. Wohlgemuth



First Vocational Building
WCCJC
A Converted Lucky Market

The Board approved applications for accreditation for both campuses. Visits to be March 28, 1955.

Board Report No. 288 - Statement of Need for STUDENT ACTIVITIES BUILDING. On motion of Mr. Wohlgemuth, seconded by Mr. Brombacher, by unanimous vote, the following statement of need for the Student Activities Building was approved.

A student center should be considered an integral part of the institution, as contributing a supplementary form of education - outside the classroom but not unrelated to it - as rounding out a student's life.

Students wish to hold their events on campus and it is generally considered more conducive to a feeling of unity and college spirit to hold such affairs on the college campus. There is much greater difficulty in supervising events held off campus.

Therefore, provision should be made for a Student Activities Building which would serve as the center of student affairs and as an informal education agency through its program and facilities. The purpose of such a center should be further extended in that it should be a workshop in human relations to supplement the educational objectives of the classroom. It would also provide a place, other than parked cars, for study and visitation in out-of-class hours.

A school campus at the college level should be designed to meet the needs of the youth. One of the greatest needs of students at this level is the Student Activities Building, which may be used as a place to hold unscheduled or co-curricular activities. Since the student government is an integral part of the educational experiences of students of Contra Costa Junior College, it is believed that experience in self-government is a proper function, of both the informal and formal education of the college.

Such a building would provide a laboratory for the actual participation and conducting of government as taught in the social science and political science classes of the college. The students would have an opportunity to make government work. They would make use of the democratic processes with emphasis on the great American heritage--the secret ballot box.

Another live project could be carried on in the addition of a Food Trades course in the cafeteria. Such a course would offer instruction in all phases of food preparation, service, and kitchen operation, including food purchasing, cooking and baking, cost controls, menu planning, and record keeping--designed for all levels of employment in the food-trade field.

A Student Activities Building is a focal point of interest to all visitors on campus. It is one of the Student Body's most powerful means of making itself known to the people of the county, to parents, and to prospective students. It is there that visitors can witness life on campus as it is lived.

The community must be made welcome at college functions. Such programming offers the community an understanding of the college, and the college an understanding of the community.

The Student Activities Building is an educational agency which plays a real, though informal, part in the development of attitudes, beliefs, modes of behavior, and the acquisition of skills and information--in meaningful informal education.

> A Student Activities Building serves a three-fold purpose for any college or university. It is the center of activity for the college community; it is a public relations agency for the college; it is an important contribution to the development of the student through social, cultural, and recreational activities.
>
> Most student meetings and activities take place in such a building. There they attend class dances, student body dances, and receptions, or they go there for a quiet evening of reading or music, or for game participation, or where the unscheduled activities may take place. Such a building also serves as a gathering place to discuss the classroom assignments, and the cafeteria area would be a study hall when meals are not being served.
>
> In September 1954 almost one thousand students were enrolled at East Contra Costa Junior College in the day program. In September 1955 there will undoubtedly be twelve hundred, and probably more students enrolled. A minimum of sixteen hundred can be expected in 1956, and so on upward at greatly increasing rates.
>
> The above facts are submitted to you for your information as a statement of need for this type of facility.

Student Activities Building - East Contra Costa Junior College: Mr. Harry A. Bruno, Architect, and Mr. John C. Warnecke, Supervising Architect at East Contra Costa Junior College, presented a preliminary report to the Board of Trustees on the Student Activities Building to be located at East Contra Costa Junior College. After discussion, the Architects stated that the plans would be restudied and the preliminary plans would be presented to the Board at a later date for acceptance.

February 14

Policy: Decision on attendance at educational conferences. Identified number of persons to attend annually or as otherwise indicated.

The Board condemned Fothergill property in Martinez, California for purposes of making a Board meeting room and more offices.

The faculty association of ECCJC asked for time at the following Board meeting to describe a planned open discussion and invited the Board to attend. The Board requested McCunn to notify the Faculty Association-ECCJC that they would be allowed 20 min. on the agenda on March 28. Further, the Board stated in general agreement, that they would not be interested in discussing the relative merits of the Teacher Tenure Act at this particular meeting.

The first Accreditation Team visited with the Board.

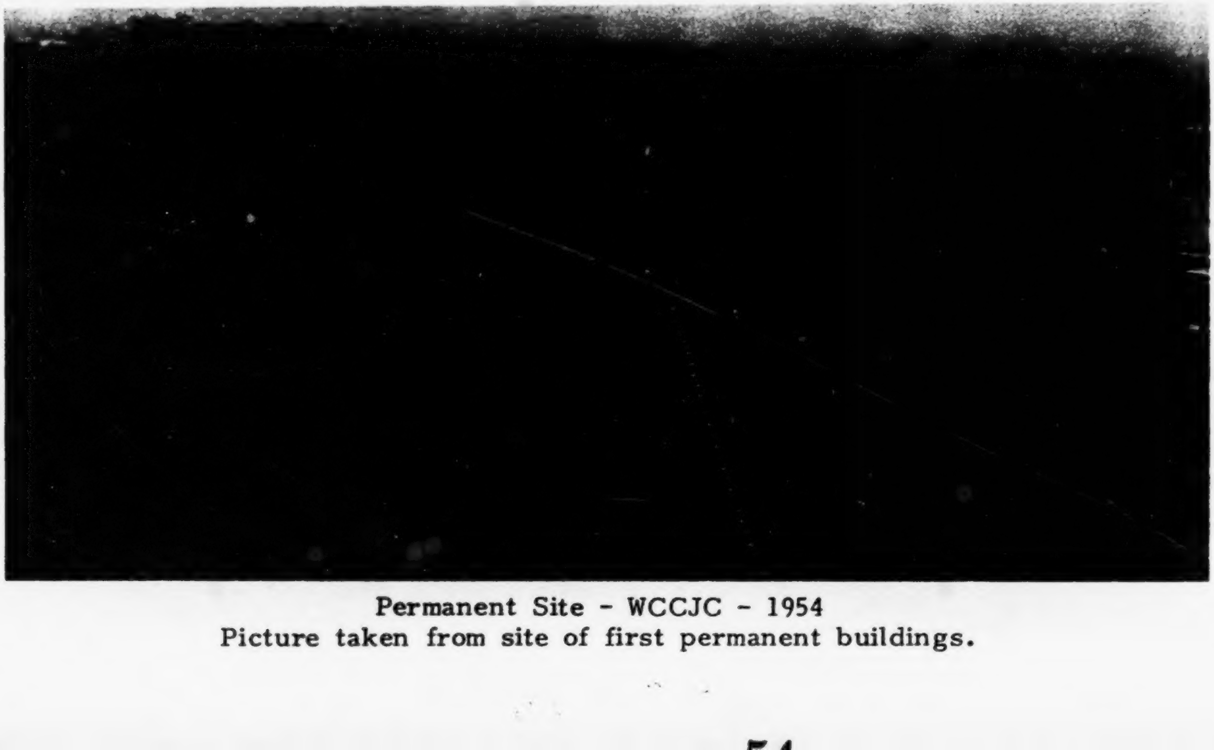
Five representatives from the ECCJC Faculty Association met with McCunn to discuss lines of communication. Superintendent said that at no time had he and the Board violated the lines of communication. He reiterated the proper channeling of letters to the Board. The representatives of the faculty were H. Boschetti, P.E. Instructor, R. Worthen, Communications Instructor, A. Scholl, Music Instructor, H. Chrisman, Humanities Instructor, and C. Collins, Counselor.

May 9

The Board established the position of Assistant Dean for Trade & Industrial Education at WCCJC.

Dr. Edwin A. Lee, Dean of the School of Education UCLA, was introduced to the Board. [Eventually he became an educational consultant to the District.]

WCCJC Ground Breaking Ceremony - 1954
Standing: Board President O.J. Wohlgemuth
Seated: Board Members George Gordon, Edgar Dale



Permanent Site - WCCJC - 1954
Picture taken from site of first permanent buildings.

Before the first permanent building (the Library) was completed and because of construction delays, ECCJC resorted to the use of tents for classrooms. This was in the fall of 1954-1955.

ECCJC Campus - around 1956
ECCJC quonset huts and the first permanent building housing the Library on upper floor with some classrooms. Lower floor not completed.

June 27

[Although not in the minutes, Charles Collins, Counselor ECCJC, read a formal accusation against Superintendent McCunn for unfair treatment. Collins had been disqualified from any evening or summer teaching/counseling by the Superintendent for his (Collins') alleged impertinence in a meeting regarding teacher load and teacher salaries.]

JULY 1, 1955 - JUNE 30, 1956

BOARD MEMBERS	Fred Abbott Elton Brombacher Edgar Dale George Gordon O.J. Wohlgemuth

July 15, 1955

Charles Collins resigned effective 8 July. George Madison was hired as Teacher Coordinator for Business and Distributive Education.

August 1

The Board approved a plan for a Districtwide meeting of all certificated personnel. Purpose: (1) study 6 problems set up for Governors Conference and White House Conference; (2) study their implications for CCCJC District. [Copies of the 6 problems are not included.]

December 19

Both ECCJC and WCCJC received 5 year accreditation on November 10, 1955 by the Western Association of Schools and Colleges' Accreditation Association.

McCunn reported on White House Conference on Education.

January 12

Dr. Medsker, Director of ECCJC, was granted a leave of absence for the Spring Semester. Dean Reed Buffington appointed acting Director.

Board member Edgar Dale questioned District's policy of long leaves of absence of top admininistrative personnel. Recommended only a teaching position if they return.

[This questioning of leave policy for administrators was prompted by Dr. Medsker's request to accept an interim (consulting) appointment to the Center for Higher Education at U.C. Berkeley. He was "covering his bases" in the event that an appointment as Associate Director didn't materialize.]

McCunn spoke of possibility of establishing a third campus. He recommended an Ag/Horticulture program. The Fair Grounds in Antioch were considered for a possible temporary campus.

February 27

The Board discussed mid term grades with Acting Director Reed Buffington of ECCJC.

March 26

McCunn presented a proposed Floricultural and Horticultural program for the proposed new East Campus on the Camp Stoneman property in Pittsburg. The Board said that unless there was a real demand it should not be introduced.

April 23

The first Board policy on teacher load was approved. McCunn claimed that this would be filed with the minutes, but it wasn't.

Pat Keeble, John Vasquez and Kirby Morgan, students representing Town Hall/Veterans at ECCJC, advocated a change of name to something other than ECCJC. A committee to make a recommendation was named.

May 28

Board Report No. 404 - Resignations: J. Graham Sullivan resigned, effective June 4, 1956, as Assistant Superintendent and Director of Curriculum.

[Mr. Sullivan was asked by Stanford University to become Chief of Staff for Stanford University's team to study Philippine Islands post secondary education. When he returned from the Philippines, he accepted the position as Director of the National Defense Act (NDEA) for the State of California. Next he became Associate Superintendent for Instruction for the State of California. From here he went on to be Chief Deputy to Health, Education and Welfare under Secretary Harold Howe in the U.S. Office of Education. When President Nixon was elected, Sullivan resigned to become Associate Superintendent for Administration in the Los Angeles County School System.]

Following the acceptance of Mr. Sullivan's resignation, President Gordon moved that the Board present Mr. Sullivan with a citation of appreciation earned in the six years he has been with the Contra Costa Junior College District. Mr. Abbott seconded the motion. The Board voted unanimously to present this resolution of appreciation to Mr. Sullivan and asked Mr. McCunn to have it prepared for their signature.

Mr. Sullivan thanked the Board for the opportunity of working with them and for the continued interest and support given to the program. He spoke of the strong institutional administration at the two campuses and said he felt that this junior college district was going to be the finest educational institution in America that the Board had employed the finest teaching staff anywhere to be found.

The position of Assistant to the Superintendent was established with responsibilities in Business Administration, Curriculum Development, and other duties of administration assigned by the Superintendent, Reed L. Buffington was employed in this position.

Board approved purchase of Fothergill property that was condemned February 14, 1955. This building housed the new Board Room and additional offices.

June 25

By a unanimous Board vote the following resignation was accepted and appointment was made:

Leland Medsker resigned as Director of ECCJC and Karl Drexel was appointed to replace him.

[Lee Medsker resigned, as did Graham Sullivan before him, because he could no longer work with the Superintendent nor could he support his administrative and educational policies. Leland Medsker went on to a distinguished career as Professor in Higher Education, as Director of the Kellogg Foundation sponsored Junior College Leadership Program, as an Associate Director of the Center for the Study of Higher Education, as an author, and as a national and international consultant in communicy college education.]

JULY 1, 1956 - JUNE 30, 1957

BOARD MEMBERS	Fred Abbott Elton Brombacher Edgar Dale George Gordon O.J. Wohlgemuth

July 1

Master plan for West CCCJC adopted by the Governing Board.

July 16

Dale Tillery was named Dean of Instruction of WCCJC.

August 27

Enrollments, September 1956:

West	Day	1375	PT	1241
East	Day	1280	PT	2309

November 26

The Board approved the Registered Nursing program at WCCJC.

Report was made by Fred Abbott who met with the Antioch Chamber of Commerce: Fair Grounds possible site for temporary new East Campus.

January 28

The "pay-as-you-go" financing program reaffirmed by the Board.

February 25

Policy: All substitute teachers must be elected by the Board before teaching. This also includes regular teachers teaching on another campus during day as a substitute.

April 22

Board member Brombacher pushed for instituting a sabbatical leave policy. G. Gordon, O.J. Wohlgemuth, E. Dale and F. Abbott were opposed.

McCunn tried to establish ROTC program with Army Reserve. The Army said "No."

May 27

Leland L. Medsker Scholarship was founded by Faculty Association-ECCJC.

DR. REED L. BUFFINGTON
Assistant to the Superintendent for
Business Administration, Curriculum
Development and such other
duties assigned.
1956 - 1961

PRESIDENT KARL DREXEL
Diablo Valley College
1956 - 1965

June 24

Board Report No. 467 - Adoption of Tentative Budget for School Year 1957-58. The Tentative Budget was presented for adoption. Mr. Brombacher made a plea for the reduction of the tax rate by two or three cents and questioned whether or not it was necessary to build one building per year on each campus.

Mr. Wohlgemuth supported Mr. Brombacher's request for a curtailed building program and reiterated the opinion of the Vice President that if each taxing district would make some effort to reduce taxes, this would bring needed relief to small businesses and property owners.

Mr. Abbott expressed alarm that a curtailment of the building program might jeopardize the long range building program and place the district in the position of not being able to house the heavy influx of students who are expected to reach junior college level in the 1960s.

Mr. Dale supported Mr. Brombacher and questioned the necessity of building a Vocational Arts building on both campuses this year. He then called for a statement of projected enrollments over the next five years, with building needs considered in the light of the heavy influx of students expected in the 1960s.

Superintendent McCunn explained the budget and maintained that if the District is to remain on the pay-as-you-go basis for its building program it will need between one million and one and one-quarter million dollars each year (depending upon the buildings to be built). Or it must abandon the program and go to a bond issue. Failure to build this year and continue with the long-range program as previously approved by the Board will be reflected in an inability to accommodate students in the 1960s. Reports on the Capital Outlay Program and Projected Enrollments for the next five years will be submitted to the Governing Board prior to the next meeting of the Board on July 1.

On a motion of Mr. Abbott, seconded by Mr. Brombacher, by unanimous vote, the Tentative Budget for the school year 1957-58 was accepted and ordered filed. (George Gordon, absent.)

Board approved the abolishment of the Advisory Committee on Certificated Salaries.

The Board approved the Superintendent's contract for four years at $20,000. Brombacher abstained (because salary was too high). Gordon absent.

JULY 1, 1957 - JUNE 30, 1958

BOARD MEMBERS Fred Abbott
Elton Brombacher
Edgar Dale
George Gordon
O.J. Wohlgemuth

October 14

The Board directed the Superintendent to offer a course in Dental Hygiene at ECCJC and Cosmetology to WCCJC.

The Board directed the Superintendent to seek out a site of new East campus, provided that the purchase will not materially impair the building program now launched on the present two campuses.

November 25

Board authorized $525 for lecture series in the area of Communication and other related subjects for certificated personnel to be held at ECCJC.

January 27, 1958

Board accepted the recommendations of students to change names of two campuses, to wit:

Contra Costa College
Diablo Valley College

[The educational leaders of these two colleges are still titled "Directors."]

Dr. Edwin Lee, Consultant on the Vocational-Occupational Education Study, made a presentation. Lee commended Board on this very important pioneering study.

February 24

Resignation of J. Cosand, Director CCC to accept presidency of Santa Barbara Junior College. A letter of appreciation was authorized.

[Mr. Cosand later joined the staff in the U.S. Office of Education as the expert on junior college education. He later started the St. Louis Community College District, St. Louis, Missouri; he moved from that position of Chancellor to become the Director of Community College Education in the Department of Higher Education at the University of Michigan.]

Dr. George Faul was appointed to replace Mr. Cosand.

April 28

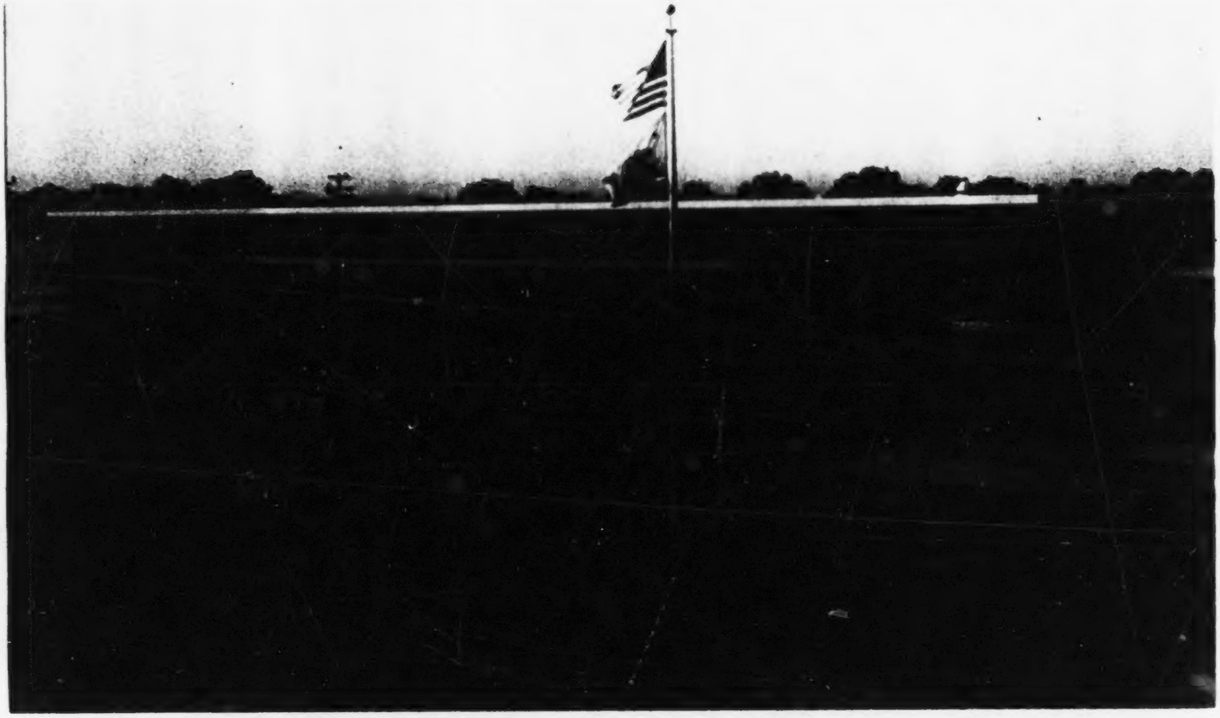
A Policy was adopted on maternity leave for classified personnel.

The Board responded to the Salary Committee. Brombacher read statement indicating Board rejection of the faculty proposal. The key paragraph of the Brombacher statement was:

> "Each Board member has studied the data carefully. We concur that the Contra Costa Junior College District does not have the highest paying salary schedule in the State. We are of the opinion that the current salary schedule will maintain the objectives of the policy which this Board adopted at the inception of the District, namely to attract and hold persons with a strong academic background and persons with a successful experience in business and industry, irrespective of academic achievements."

May 26

The Board acknowledged receipt of the letter signed by Miss Toni E. Callenbach and Mrs. Elizabeth S. Johnson, presidents of the two faculty associations. The President of the Board was authorized to answer the letter, stating that in the opinion of the Board the current policies relative to administrative procedures regarding communication established in this District are working satisfactorily.



Library Building - WCCJC

PRESIDENT, DR. GEORGE FAUL
Contra Costa College
1958 - 1964

PE I - Sailing
WCCJC

May 26

The Board acknowledged receipt of the letter signed by Miss Toni E. Callenbach and Mrs. Elizabeth S. Johnson, presidents of the two faculty associations. The President of the Board was authorized to answer the letter, stating that in the opinion of the Board the current policies relative to administrative procedures regarding communication established in this District are working satisfactorily.

JULY 1, 1958 - JUNE 30, 1959

BOARD MEMBERS	Fred Abbott
	Elton Brombacher (resigned February 24, 1959)
	Edgar Dale
	George Gordon
	William Kretzmer (appointed March 9, 1959)
	O.J. Wohlgemuth

July 1

The Board approved the students' suggested name changes as follows:
ECCJC to Diablo Valley College
WCCJC to Contra Costa College

August 4, 1958

Faculty Association - Diablo Valley College. Mr. Leonard Grote, President of the Faculty Association of Diablo Valley College, read a prepared statement regarding communication with the Governing Board. President Pro Tem Abbott thanked the Association members for their presentation and ordered the statement filed.

Editorial "Why Not a Bond Issue". Mr. Brombacher advised the Board of an editorial in a Richmond newspaper entitled "Why Not a Bond Issue?" He asked that copies be sent to all Board Members and that the editorial be discussed at the next meeting of the Board. The Superintendent was requested to advise *The Independent* that their editorial has caused the members of the Governing Board to again study the fiscal program for financing permanent buildings.

September 22

Board member Wohlgemuth recommended initiating American Heritage Day, the first to be centered on "Our Constitution." These will alternate between colleges.

The Board again agreed to stay with "pay as you go" financing.

They agreed to apply for Stoneman property after securing O.K. from citizens, County and State.

The Faculty Association of DVC, represented by L. Grote, R. Worthen, and B. Mansell, CTA, addressed the Board on the following subjects:

Worthen explained a proposed program to be sponsored by the Faculty Association on the subject "The Evolving Role of the Junior College in California," and invited Board members to attend.

Grote addressed the subject of the lack of communication between teaching personnel and Board members.

Mansell discussed a means of acquiring better relations with the staff through a "Staff Satisfaction Survey."

The Board held in abeyance the approval of the "Survey" until they knew what the teachers "problems" are and can decide whether or not such a survey would be of any benefit in this District.

October 27

Voting wards were revised.

The Ninth Year Report called "Educational Freeways," by Dean Lee, was received and approved.

November 24

The Board authorized a lecture series on Russia for part-time students.

Amended Board Policy. On motion of Mr. Abbott, seconded by Mr. Wohlgemuth, by unanimous vote of the Governing Board the Board Rules and Policies were adopted with the following amendment.

Board Policy B-15, Political Activities, was amended in Paragraph 4, Number 3, to read:

"No employee of the District shall circulate or secure signatures upon any petition or document seeking the election or recall of any candidate for public office, or any initiative or referendum measure during working hours, or upon district premises, or while representing the District." Motion for this amendment was made by Mr. Wohlgemuth and seconded by Mr. Brombacher.

Board Policy--Sabbatical Leave. The new policy awarded 60% of salary for one year sabbaticals. [Sabbatical leaves were approved for the first time.]

Lenard Grote, of the Faculty Association (DVC), read a statement regarding the report on "Fact Finding." He indicated that 90-100 faculty were interviewed on 11/6/58. H. Page, of CTA, was introduced. A discussion of one hour and fifteen minutes followed and at 6:45 the Board adjourned the meeting without agreement as to response.

December 22

Self-study of academic subjects. Spring - The Board authorized a self study of educational programs in Communication Arts (English) and the Social Sciences. These two subjects were selected for several reasons:

(1) AA degree requirements.
(2) Effect of TV (teaching media) on buildings to be built.
(3) Building needs, etc.

The study was to incorporate:

a Coordinator
released time
consultants
an advisory committee

[The study did not materialize.]

January 26, 1959

The Contra Costa County Junior College District was elected by the Bureau of Business of the State Department of Education to offer a pilot research project under Title VIII NDEA on Business Data Processing.

Dale Tillery resigned as Dean of Instruction, CCC, to accept an Assistant Professorship in U.C. Berkeley's School of Education. [He later became a full Professor, directing several community college programs and succeeded Leland Medsker as Director of the Center for Research and Development for Higher

Education. His last duty at the University was as Acting Dean of the School of Education.]

Ray Dondero, instructor at Contra Costa College, was appointed Dean of Instruction at that college to be effective 1 February 1959.

February 24

NDEA appropriations were granted for:
- Business Data Processing Technicians Program
- Metallurgy Tech Program
- Electronic Tech Program

John Carhart was employed as a P.E. Instructor, Health Education Instructor and Football Coach at DVC. [Later Mr. Carhart was appointed Registrar at DVC, later Assistant to the Superintendent for Planning & Research, the first President of Los Medanos College and finally, by unanimous Board action, appointed Chancellor of the Contra Costa Community College District.]

A Resolution was passed authorizing participation in NDEA Title III for educational programs in areas of Science, Math and Foreign Languages.

Elton Bromacher resigned from the Board. His letter of resignation follows:

February 24, 1959

Mr. George Gordon, President
Board of Trustees
Contra Costa County Junior College District
Martinez, California

Dear George:

I wish to resign my position as trustee of the Contra Costa County Junior College District as of this date. My business affairs are making demands on my time that make it impossible for me to carry out my duties as a board member.

I have served on the board since its inception in 1949. It has been a rewarding experience. The board has not always been unanimous in its voting. I found myself in the minority on occasions. In the past there have been some rather bitter splits on the board. In retrospect, I must say, however, that the occasions of disagreement probably brought out the best in us. We showed ourselves capable of having strong differences of opinion and allowing these differences full expression without disrupting the development of the educational program of the district. I think we were a healthy, vigorous board.

My friend, Supervisor James Kenny, told me recently that he believed that the development of the Junior College is the outstanding accomplishment by a public agency in Contra Costa County of the past twenty-five years. This is high praise, perhaps too high, but certainly no one can appraise the assets of our county today and not place Contra Costa College and Diablo Valley College high on the list.

To you, George, to Edgar Dale, Wally Wohlgemuth, Fred Abbott, and Drummond McCunn I send my best wishes.

Be sure that I will remain interested in the affairs of the district, and that the board and the superintendent can call on me at any time for whatever help I may be able to give.

Sincerely,
/s/ Elton Brombacher

EB:gb

All Board Members expressed sincere regret at Mr. Brombacher's decision to resign from the Governing Board, and spoke of his untiring efforts and devotion to the establishment of the Contra Costa Junior College District since its inception.

On motion of Mr. Dale, seconded by Mr. Wohlgemuth, the resignation of Mr. Brombacher was accepted with regret and with a request that appreciation be expressed in the form of a Resolution over the signatures of the Members of the Governing Board and the Superintendent, the Resolution to be framed and forwarded to Mr. Brombacher.

The Board agreed to tape recordings of discussion leading to formal action. Once formal action is entered in minutes, the tape is to be erased.

March 9

The Board asked McCunn to call for a legal description of the Stoneman site in Pittsburg.

William Kretzmer, a Richmond attorney, one of two applicants, was selected to replace Elton Brombacher.

March 23

A Work Experience Education Plan in Retail Merchandising and Dental Assisting was approved to submit to State Department of Education for approval.

A Program in Law Enforcement (Pre Employment leading to AA degree) was approved.

Mr. Lenard Grote read the following prepared statement:

> "My name is Lenard Grote. I am the President of the Diablo Valley College Faculty Association and am speaking for that group as well as the Contra Costa College organization.
>
> "The report to the State Personnel Standards Commission is now complete. It was read at a closed meeting Monday, March 16, 1959. This morning representatives from the two faculty groups met with the Superintendent, the Assistant Superintendent, the Directors from the two campuses, and three members from the California Teachers Association.
>
> "At this morning's meeting it was agreed upon to establish a special committee made up of the Superintendent, the Assistant Superintendent, the two Directors, and members to be selected by the two faculty groups. This committee will meet as soon as possible and consider the recommendations of the report. We cordially invite the Board Members to sit with this committee either as participants or observers.
>
> "We of the faculty groups are sending letters to all of our one hundred and ten members tonight explaining the make-up of this special committee and its function. It is our hope that the committee can find consensus on all points of concern. You gentlemen have copies of the report. If you wish to discuss it with us, we are available."

Board Members acknowledged receipt of the report of the Personnel Standards Commission of the California Teachers Association. The President of the Governing Board expressed grave doubts about the operation of such a committee as proposed by the Faculty Associations. He reiterated his opposition to committees telling the Board how to make decisions.

In polling the Board Members present the consensus was the Board had not asked for the report of the Personnel Standards Commission and therefore refused to accept it.

June 22

John R. Van de Water, consultant on political ideologies, was employed for 3 workshops. Subject not identified - $365. [The theme of Van de Water's workshops was "The Threat of Communism in our Public Schools."]

As of June 10, 1959, the RN program at WCCJC was fully accredited by the Board of Nursing Examiners.

JULY 1, 1959 - JUNE 30, 1960

BOARD MEMBERS	Fred Abbott Glenn Clemetson (replaced Edgar Dale, June 27, 1960) Edgar Dale (resigned June 27, 1960) George Gordon William Kretzmer O.J. Wohlgemuth

July 1, 1959

The tuition free policy for out-of-state students was continued. This has been the District policy since the beginning of the District.

Adult Education Programs were approved to be offered at Livermore Radiation Lab. This was the first off-campus program offered.

September 28

Vocational Work Experience Program in Sociology was authorized by the Board as field experience for credit.

January 25, 1960

Policy: A daily pledge of allegiance to the flag at 8:00 AM at each college was adopted.

April 22

The position of Assistant Dean Student Personnel was established for both colleges.

May 23

Carlos Romulo, Ambassador from the Philippines was invited to be the speaker at 3rd annual American Heritage Day at the Richmond Memorial Auditorium, October 16, 1960.

June 27

Board member Edgar Dale, "after long and serious consideration, I have decided that in fairness to the District I must tender my resignation as a Board member."

Because of his position as the Secretary of the California Elks Association and the accompanying travel all over the state, Mr. Dale missed the opportunity to attend important events in the district. He said, "Mere attendance at the monthly board meetings is not my idea of keeping up with our business affairs."

The Board accepted his resignation with sincere regret and requested that a letter be sent to Mr. Dale, stating their appreciation and acknowledging his great service to the District.

In accordance with the California Education Code, any vacancy shall be filled by appointment of the remaining members of the Board for the remainder of the unexpired term. Mr. Glenn Clemetson, a resident of Ward II and a Richmond banker, formally applied for this position and on motion of Mr. Kretzmer and seconded by Mr. Gordon, the Board cast a unanimous ballot for the appointment of Mr. Clemetson.

Carlos Romulo didn't accept the invitation. McCunn agreed to contact Freedom Foundation, Valley Forge.

JULY 1, 1960 - JUNE 30, 1961

BOARD MEMBERS	Fred Abbott Glenn Clemetson George Gordon William Kretzmer O.J. Wohlgemuth

July 18

The Board expressed a desire that we should review our procedure in recommending textbooks to the Board for adoption. The Superintendent agreed to the Board's request and advised that the matter would be taken under study by the administrative personnel of the District.

The Board approved the first concert and lecture series at DVC. The four lecturers included the first faculty lecturer, Evelyn McCune. Three concerts including the Oakland Symphony Orchestra and one recital - $3,860. $2.00 season ticket; free to all students including high schools.

The Board approved Stary Grange (not identified), to be lecturer on American Heritage Day - $150, Oct. 16.

October 10

McCunn presented an outline for a proposed lecture series on the subject of Communism. The Board asked McCunn to determine extent of interest and the necessity to secure top flight lecturers who would deal with the subject objectively, so as to forestall possible criticism of the Board for fostering one view point or another.

Appreciation was extended to "Women's Assembly for Effective Citizenship" for their work and leadership as the steering committee for the Third American Heritage Day program.

November 7

The Audubon Society and District to provide a series of 5 lectures - $600.

The Accreditation team visited the Board prior to beginning their service to the colleges.

December 19

Dr. Lee Winters represented Contra Costa Dental Society on curricular recommendations for Board Report, "Program for Dental Hygienists," which was approved for DVC. [This program was approved despite Supt. McCunn's

68

THE GOVERNING BOARD
1959 - 1960
Standing: O.J. Wohlgemuth, George Gordon
Seated: Edgar Dale, Fred Abbott, William Kretzmer

THE GOVERNING BOARD
1961 - 1963

disapproval of inclusion of recommended use of flouridation in the course material. He was supported by a handful of citizens who believed that flouridating water was a communist plot to undermine the health of those who drink the water.]

A delegation of five people urged approval of lecture series on Communism. "The series is based upon the premise that World Communism represents a threat to the existence of the U.S. as a democracy and that its citizens can best combat this threat with complete knowledge concerning it."

McCunn's contract was renewed for 4 years.

The Faculty Association of each college, represented by M. Vail and R. Martincich, requested that the faculty have more conferences with the Board on policy matters. They said that "teachers do not want to write policy but would appreciate the Board's re-evaluation of policies from time to time with a view toward eventually eliminating all that restricts a teacher in his efforts to take his place in the community."

They further stated that they are agreeable to going through administration but "when the channels are used, sometimes the viewpoint and the image of the teacher is garbled by the time it reaches the Board."

Board members listened attentively and reiterated that the teachers should follow the established channels of communication, first submitting their problems to the administration.

February 27

Identification of speakers for lecture series on Communism:

I. Theory & Philosophy of Communism - Rev. Timothy McDonnell, SJ,USF.
II. Education in the Communist System - Prof. W.S. Sworakowski, Hoover Institute.
III. The Soviet Economy - Prof. Thomas Lantos, SF State.
IV. Russian-Chinese Politics - Dr. Denzel Carr, UCB
V. The International Problem - Earl Bolton, Asst. to Pres., UC
VI. The Central and South Americas - Joost Sluis, MD, UC Med School
VII. The Domestic Problem - Stuart R. Ward, Commonwealth Club
VIII. An Ethical Analysis: The Haves and Have Nots - Dr. Robert Burns, Pres. COP
IX. Communism, As It Is - Prof. W.S. Sworakowski, Hoover Institute

The Board thanked faculty members Wayne Hayden, DVC, and Mario Pezzola, CCC, for their work on Communism lecture series.

March 27

DVC/CCC were granted 5 year re-accreditation.

April 24

Directors Drexel and Faul were asked to compile the recommendations made in their respective Accreditation Reports for further study by Board Members.

The Board told McCunn that the textbook policy should be submitted to the total faculty for their review and suggestions and that the policy be resubmitted at the next meeting of the Board.

Mr. Wohlgemuth called an executive session of the Board for 4:30, May 1, for purposes of discussing personnel matters.

May 22

Results of Board elections and issuance of terms:

Ward 1	Kretzmer	4 years
Ward 2	Clemetson	2 "
Ward 3	Gordon	4 "
Ward 4	Wohlgemuth	4 "

McCunn requested release of a tape recording submitted to the Board in executive session on May 15, 1961. The Superintendent wished consultation as to whether it is professional behavior for a teacher to take testimony from a student against another teacher by means of a tape recording. The matter was referred to the executive session.

Dr. Lee, consultant, presented his report on college administration organization.

The Board asked that the total faculty be given an opportunity to review the report. Lee to be called back after Board members had opportunity to review the report in detail.

June 26

Board Report No. 124-A - Board Policy B-79 - Instructional Responsibilities in the Classroom. On motion of Mr. Abbott, seconded by Mr. Clemetson, by unanimous vote, the policy of the Governing Board with regard to Instructional Responsibilities in the Classroom shall be:

> Pertinent sections of the Education Code dealing with responsibilities of instructors in the classroom shall be made a regular part of the Faculty Handbooks of the colleges.
>
> It shall be the responsibility of the District Office to inform the college directors prior to the printing of the Faculty Handbooks those Education Code sections with respect to instructional responsibilities in the classroom, and it shall be the responsibility of the college director to have these sections printed in full in an appropriate section of the Faculty Handbook.

A "Harbor Tour" of the industrial resources bordering the Sacramento River was arranged for faculty by McCunn.

JULY 1, 1961 - JUNE 30, 1962

BOARD MEMBERS
Fred Abbott
Glenn Clemetson
George Gordon
Harmon K. Howard (appointed July 17, 1961)
William Kretzmer
O.J. Wohlgemuth (resigned July 17, 1961)

July 3, 1961

William Kretzmer was elected President of the Board.

Resignations of Reed Buffington and John McKinley, DVC Registrar, were accepted. Buffington was to become Superintendent/President of Chabot College of the South County and McKinley to become Dean of Instruction at Chabot Community College District.

Election of administrators for 1961-1962. [All admininstrators re-employed except Karl Drexel.]

An unexplained executive session was called for 7 July.

[The Superintendent recommended to the Governing Board that Karl Drexel be assigned to a non existent position with the title of Director of Research for the then non existent East Campus. The Board denied the Superintendent's request.]

July 17

Board Report No. 8-B - Administrative Personnel. On the motion of Mr. Abbott, seconded by Mr. Wohlgemuth, by unanimous vote, the contracts for John I. Carhart, J. Philip Dalby and Clifford E. McClain approved on May 22, 1961 were rescinded.

The Governing Board approved the employment of the following personnel for the positions indicated for the school year 1961-1962:

John I. Carhart	From:	Teacher	
	To:	Teacher and Registrar	$10,000
Karl O. Drexel	Director		$14,000

The Secretary was authorized to execute the necessary agreements.

Resignation of Mr. O. J. Wohlgemuth. Mr. O. J. Wohlgemuth, charter board member, tendered a letter of resignation to the President of the Board, stating that he felt it necessary to resign from the Board for health reasons and because his business interests required him to move his home to San Francisco.

Board members commended Mr. Wohlgemuth for his pioneering service as Chairman of the County School Reorganization Committee during 1947 and 1948, which committee under Mr. Wohlgemuth's leadership was instrumental in the formation of the Contra Costa Community College District, this being the first of the county-wide junior college districts in California.

Board members also spoke on behalf of Mr. Wohlgemuth's excellent record as a Board member and of his devotion to educational matters for youth, and thanked him for his guidance during the years.

Administrators, teachers and members of the audience thanked Mr. Wohlgemuth for his guidance and years of devoted service to this district.

Mr. Wohlgemuth recommended the appointment of Mr. Harmon K. Howard of Walnut Creek as his replacement on the Governing Board of the District, to serve the unexpired term of his office which commenced July 1, 1961 and will terminate on June 30, 1965. The Board accepted his recommendation and appointed Mr. Howard to complete Mr. Wohlgemuth's term.

August 7

An Honor Certificate was awarded by 1960 National Award Jury of the Freedom Foundation of Valley Forge for the American Heritage Day Program sponsored by the District in October 1960. It was called an "Outstanding College Program."

September 11

Roger Cullen, a citizen, asked that pamphlets prepared by J. Edgar Hoover, FBI, be presented to all junior college students in an attempt to alert students as to the danger of communism. The Board asked that copies be placed in the libraries.

The Board agreed to individual catalogs for colleges.

November 27

This meeting held at DVC Student Activities Building to accommodate increasing attendance.

Dr. Edward Lee made a second appearance to further explain his analysis of the administrative structure of this district. Board asked Superintendent and two Directors to submit recommendations at February 26 meeting. [Dr. Lee was never consulted again--primarily because McCunn did not agree with any of Dr. Lee's recommendations on organization and communication in the District.]

[Here we insert the first paragraph from "Education Is My Business" by Beatrice Taines, a DVC English Instructor, a careful and comprehensive record of the Bay Area Press' reporting of what has come to be called "the McCunn hassle." It makes the following minutes of the District meetings less startling, more believable:

> "The public schools of California have been subjected to numerous right-wing attacks. They have been accused of using obscene literature and showing immoral movies, of fomenting riots and treason, of encouraging sexual misbehavior, and even of promoting the use of drugs by permitting art students to draw posters in psychedelic style. Above all, right-wing critics have accused every level of public school of being soft on communism, or socialistically oriented, or simply not strongly and determinedly enough pro-American. However, the case of Contra Costa Junior College District is unique. This is the only public school in California, and probably anywhere, which has been accused of being socialistic by its own chief administrator."]

December 11

Board member Fred Abbott was absent.

Due to a large number of visitors, the Board adjourned to reconvene in the Supervisors' chambers.

Phillip Gilbert, a citizen, distributed to the Board copies of *The Shape of English* by Richard Worthen. He attacks DVC graduation requirements: "Communication 120 does not fulfill lower division requirements at colleges and universities." Quotes from book were critical. He asked four questions. Robert Condon, a citizen and a student (Bozic), ridiculed Mr. Gilbert. Question, was book approved? Was it revised after approval? etc.

[Lengthy discussion from the floor next followed, questioning and condemning on the one hand, and supporting on the other, statements made by Superintendent McCunn while attending the annual conference of the California Association of School Administrators in San Francisco on December 6, 1961.]

Bill Kretzmer made a speech disassociating himself from all the remarks made by the Superintendent at the San Francisco conference and with statements the Superintendent made to the press afterwards.

George Coles, an instructor at CCC, questioned the propriety of McCunn's remarks at CASA meeting.

Lee Armstrong, President Faculty Assn. DVC, also questioned propriety of McCunn's remarks.

Ronald Terry, a citizen, thanked McCunn for this stance.

Helen Meyer, a citizen, calls McCunn a fine patriot.

Robert Condon, a former Congressman, spoke historically and critically of McCunn and of the John Birch Society. Condon said, "He should be censured!"

Van Essayan, a DVC student, was critical of McCunn, and asked him, on behalf of students, to come to campus to explain his position.

William Lynch, a citizen, asked, "How do other Board members feel about McCunn's statements?"

Gordon - Wait for all to be heard.
Howard - No comment.
Clemetson - No comment.

William Braley, Retired Army Colonel, supported John Birch society but said he was not a member.

Mrs. Braley, a citizen, supported the John Birch Society.

Doug Page, an attorney, referred to Personnel Standards Report of 1959 and suggested that the Board had a Superintendent who was a liability to the District.

Bob Meyer, a citizen, supported McCunn.

Harry Losner, a citizen, supported McCunn.

Leonard Doyle, U.C. Professor, supported Kretzmer's statement.

G. Sedgewick, DVC faculty member, supported McCunn and was critical of Richard Worthen.

Mrs. Katz, a citizen, makes a rebuttal of Sedgewick's comments.

Leo Lackshin, a citizen, attacked McCunn.

Robert Van Gelder, a citizen, supported McCunn.

Marilyn Gilbert, a citizen, asked to hear from McCunn.

McCunn, made a speech in support of his beliefs.

January 8, 1962

Meeting at DVC; Board member George Gordon was absent. (He had the flu but did attend Executive Session earlier this date.)

Board Report No. 59-A on Textbook List makes additional adoptions, changes in editions and deletions; for use within the District for Spring Semester, 1962.

Before any discussion or action, McCunn told Board President Kretzmer that a Mrs. Wilt wanted to be heard on this subject.

Mrs. Wilt, after much questioning, said that she wanted to make speech on the general subject of textbooks and specifically, *Shape of English*.

Board member Clementson objected and pointed out to Kretzmer that it is on Board agenda as being withdrawn by author Worthen.

President Kretzmer made a procedural speech but Mrs. Wilt ignored it and said she wanted to talk about the evaluation of textbooks. She constantly refused to hear Mr. Kretzmer and continued. She read a prepared statement, which among other things, condemned the NEA and the American Association of School Administrators.

January 8

There was continued discussion among Board Members and McCunn regarding textbook selection and evaluation.

Board Report 60-D, establishing the position of Assistant Superintendent, was tabled until February 15 when Board was to hear Lee Report and recommendations of the Superintendent, the Directors, and the faculty.

W. Hayden, a DVC counselor, attempted to talk to the Board about an "incident." Kretzmer told him to submit a brief to the Board on the subject. Hayden asked for an executive session. It was agreed to by Board.

There was much discussion regarding the two separate catalogs. CCCs costs $2500 more than the amount allowed for each college. The question was referred to administration.

McCunn, regarding Item 5, asked to have a public discussion on the petitions indicating loss of confidence in Superintendent and or that he be fired. Board refused to allow any discussion in public. All agreed to abide by the rules and regulations on personnel matters in executive session.

Harmon Howard made a statement regarding the issue.

Robert Condon objected to the procedure. He wanted to know when County Building Trades Council resolutions will be heard. (McCunn did not include them in Board material.)

Condon asked that they consider the matter now but Board said next meeting. Condon objected. He wanted the issue of McCunn discussed now. Van Gelder wanted Hayden incident brought up this evening, too. Board said "no" to both and adjourned.

January 22

Meeting held in the gymnasium of Contra Costa College.

Board member George Gordon was absent with the flu.

John Zandonella, Court Reporter, was hired to record the meeting.

Persons who requested to be heard:

Bill Milano, Secretary Steel Workers of America, Local 1440 and President Central Labor Council AFL-CIO. His resolution did not ask that McCunn be fired but did ask the Board to clarify its position in regard to remarks made by McCunn at the San Francisco meeting. Milano was critical of McCunn's December 6 statement and his letter to them - "misconceptions and innuendos." Milano read the resolutions after Kretzmer asked him to ask the Board to disassociate themselves from McCunn's remarks--and more.

C. S. Whitson, M.D., offered 600 names on a petition in support of McCunn.

Malcolm Chaplin, a citizen, reported that the Wilshire (Southern California) Rotary has presented 20 scholarships to the San Francisco Bay Region School of Anti-Communism.

Lee Armstrong, President of the Contra Costa Junior College Faculty Association, read a letter from DVC Faculty Association and asked Board to join the faculties of both colleges in inviting the State Personnel Standards Commission to study problems of the District. Also, he submitted a petition signed by 80 faculty in support of the DVC Director, with 10 more in support but not willing to sign petition. Armstrong said that the central issue is not Birchism.

[On December 13, DVC voted to join Kretzmer in disassociating themselves from McCunn's statements commending John Birch Society at the San Francisco meeting. Vote 64-1.]

[On December 14, CCC approved and sent to the Board a statement recommending that the Superintendent be replaced. Vote 55 to 18.]

[On January 3, DVC Faculty voted "no confidence in Superintendent," 64-20.]

Jim Williamson, CTA, informed Board on matters and procedures concerning the State Personnel Standards Commission. There followed much discussion as to whether or not the Board would work with faculty, who would be invited, etc., etc.

A motion to have California School Board Association do a study was deferred until AFT and CCC Faculty Associations could be heard.

George Coles, AFT President-CCC, makes a statement catologing events of the past few years but particularly the past few months. He then, on behalf of the AFT Contra Costa College, asks for the immediate dismissal of the Superintendent.

February 26

Diablo Valley College, Student Activities Building.

No Board members absent.

Dorothy Powell, a DVC student, asked five tough questions relative to future legal procedures regarding the Study.

There was much discussion between Bill Kretzmer and D. Powell on Board Policies and Procedures that apparently satisfy D. Powell.

D. Powell announced a meeting at DVC the following Friday evening to hear Dr. Richard Kennon, a "national authority" on "Who Are the Enemies of Public Education."

Laura Hayden, Representative of the "Parents Committee for Civic Responsibility," presents a petition of 112 taxpayers and parents. Sense of Petition is opposed to Personnel Standards Commission, or any other educational related group, doing the study of the Superintendent.

Bill Morgan, CCC Faculty Association, introduced Bert Levitt, Attorney and former SF Board Member. Levitt made a statement to the effect that he has been employed by a "Committee" to suggest that he do an analysis of the problem.

Lyman Stoddard, Publisher of the *Walnut Kernel*, a newspaper in Walnut Creek, spoke against a study. Made some reasonable comments.

G. Sedgewick, DVC faculty member, presented arguments why the Board should hear from anyone on an analysis of the "problem"--obviously opposed.

The Board agreed unanimously to ask CSBA to do study, recognizing that CTA would initiate the study through the State Personnel Commission and the respective organizations including CSBA.

Mrs. Robson, a citizen, introduced self and presented her views on the same subject. Made some interesting points. Repeated George Gordon's comments after 1959 study.

Mrs. Elmo Mangini, a citizen, introduced self and reiterated the Robson position.

Edward Heavey, attorney for same group, gave way to a Mr. Fisher who complimented Board on Communism Series and then gave a lecture on how Hitler brainwashed youth of Germany. He opposed the investigation procedure because "teachers want to run the colleges to suit themselves and McCunn stands in their way." He further quoted O. J.Wohlegemuth and George Gordon and recommended management consultants, i.e., B. Allen and Hamilton.

The Board Members responded - at length.

Dorothy Powell spoke again - attempting to clarify for all present the role of the Personnel Standards Commission.

E. Heavey - back again to quote George Gordon some more.

Board reacted angrily to Heavey.

G. Sedgewick made a long speech against Communism. He said that he "dreads, fears appearing before the 'CTA' panel."

W. Hayden, along the same vein, implored the Board to not impose (the Commission) on them.

Joe Garcia, a DVC student, spoke to Board and asked, "Why are teachers fearful of speaking out?"

J. Porterfield, DVC faculty member, made good comments relative to Sedgewick and Hayden. Porterfield denounced the statement that a faculty participating in the study would be persecuted because of leaks from the panel.

L. Armstrong supported an impartial study and attacked Sedgewick and Hayden. Sedgewick regained the floor to point out that he doesn't speak in inuendos. "I saw Mr. Drexel strike Mr. Hayden in the face and that--" Kretzmer cut him off but he came back. More anonymous voices shouting.

Mrs. W. Wilt again gave a long speech. Wanted to put someone, a lay person like herself, on the Commission.

Kretzmer, Gordon, and Abbott tried to end meeting (11:05). Howard became uneasy again. He wanted to cut CTA out of study.

The Board tried to placate him. Mr. Fisher, a previous speaker and McCunn supporter, spoke again on the Commission - "as far as teachers are concerned, if it looks like a duck and walks like a duck and talks like a duck and lays eggs like a duck, when eggs hatch you don't ask for an identity card."

W. Kretzmer says, "Very helpful to this Board, Mr. Fisher."

Meeting adjourned - 11:15.

[This meeting--parts of which are presented in more detail in the Appendix--was attended by some 650 guests and generated 60 legal-sized pages of minutes. We think the following describes the essential business:

Fred Abbott, "Well, Mr. President, may I make this motion which I have thought about for some time? I move we request the California Association of School Administrators to appoint a committee to work with us on the problem."

There followed a long and sometimes chaotic discussion among the Board members; Lee Armstrong, President of the District Faculty Association; Jim Williamson, CTA; and the public. The Board and teachers as the dialogue developed seemed to overcome diffidence and mistrust and slowly found some common ground. The following clarification proved helpful: Kretzmer to Williamson, CTA Representative, "As I understand it, if the request went to any one of these /professional/ bodies, it would wind up in about the same place." Williamson: "That is probably correct."

That understanding allowed both parties to accept agreement upon Mr. Abbott's motion. Before voting, the Board heard several people speak to the issue. One particularly, George Coles, President of the AFT at Contra Costa College, detailed McCunn's performance in the District and aroused objections from Harmon Howard, Board member, who responded. (See Appendix.) The Board then voted to ask for the study, passing Fred Abbott's motion with no dissent.]

March 12

Contra Costa College. Board member Fred Abbott was absent.

There were two requests to appear before the Board.

Mr. Howard Drury, Castro Valley, "a teacher in this state": "My subject matter in brief is simply this: Americanism in education." He closed with a statement from the *The Old Testament*. He didn't cite chapter and verse.

Bernard Johnson, CCC teacher, submitted an annotated bibliography--Plato, Aristotle, Epicuteus, and others--with the following statement, "I have compiled this bibliography primarily to supply sort of a ballast to the constant stream of contemporary advice, advice which does not to me reveal a real awareness of the problem of education.

March 26

None absent. Held at DVC Student Activities Building.

Item: Proposed American Heritage Day Program presentation made by Anne Miller, Coordinator of Business Education and a teacher of Psychology.

Board Report No. 92-C. The Board on a unanimous vote accepted a Deferred Use Quit Claim Deed covering 109.5 acres of land at Camp Stoneman.

The meeting continued with McCunn contending that there could be a loss of revenue because of the District's adoption of "improper texts." He vaguely cited some legislation that had recently been passed.

April 9

Board member Fred Abbott was absent. Meeting held at CCC Gym.

There was a lengthy, lengthy discussion as to whether or not to tape record, employ a court reporter, or secretary to record the meetings.

April 23

No Board members were absent. (Court reporter still recording the meetings.)

Mrs. Wilt read a prepared statement on the subject of textbooks. Board accepted a copy of the presentation.

Kretzmer requested that the matter of textbooks and the newspaper articles quoting the Superintendent on this subject be placed on the agenda for May 14, 1962.

May 14

No Board members were absent. Meeting held at CCC Student Activities Building.

Kretzmer, after investigating whether or not the district would lose money from the State, withdrew the request to discuss textbooks. The facts indicated that no money would be lost.

[McCunn in meantime, knowing Kretzmer pulled "textbooks" off of the agenda, had invited unknown consultants to appear.]

Gordon opposed to hearing any more.

Howard in favor of hearing.

Clemetson opposed to hearing any more.

McCunn urged Board to hear presentation on books used in Social Sciences 110-111.

Gordon, still opposed and made an excellent statement. Moved to table agenda item on presentation. Clemetson seconded motion. Motion passed 3-2. Much discussion ensued.

Heavey was recognized again on the subject of non-renewal of Karl O. Drexel's contract. (McCunn invited him contrary to Board policy and wishes.) Kretzmer, Gordon and Clemetson told him in no uncertain terms that this was a subject for an executive session.

There followed much heated discussion. Board decided to take item to executive session.

Kretzmer announced that the panel on textbooks could be heard that night in Room 9 of the Bio Sci Building on the Contra Costa Campus. [This was not a part of this Board meeting.]

May 28

No Board members were absent. Meeting held at DVC in the Student Activities Building.

Mrs. Mangini, a citizen, protested any efforts to fire McCunn and spoke in opposition to the CTA and the report.

Robert Van Gelder, a citizen, on same subject; read *Oakland Tribune* Editorial of May 25, 1962 titled, "A Matter of Justice."

Charles D. Wagner, a citizen, presented a petition to follow the recommendation of the investigating panel.

John Cressman, a citizen, spoke in support of Wagner.

B.O. Wilson, Superintendent of Schools, Contra Costa County, spoke for the integrity of CASA and CSBA.

Board member Howard was opposed to report because of CTA involvement. He made a long speech in support of his position.

President Kretzmer made a statement in rebuttal.

The Board adjourned to hold an executive session, then returned to Public Hearing at 12:10 A.M.

Kretzmer read a resolution:

> "Resolved:
>
> That the contract of Drummond J. McDunn be terminated as Superintendent of the Contra Costa Junior College District as of June 30, 1962, and that his status as Superintendent be terminated as of said date for the best interests of this District.
>
> Be It Further Resolved that the Superintendent be notified of this action in writing.
>
> Dated this 28th day of May 1962."

The foregoing resolution was duly moved, seconded and passed this 28th day of May 1962. Motion made by William J. Kretzmer, seconded by Glenn L. Clemetson. Vote Aye: Kretzmer, Gordon, Clemetson, Abbott. Vote No: Howard.

June 11

A special session and an executive session were held at CCC.

The law firm of Long & Levit were retained as Board counsel for pending litigation instituted by or on behalf of Superintendent McCunn. Vote 4-1. Howard opposed.

Regular meeting. No Board members were absent.

There was much discussion on employing an auditor for the next year.

There was much discussion of salaries. A presentation on salaries was made by Art Widner, DVC teacher. Robert Van Gelder and Mrs. Mary Mangini addressed the Board. Van Gelder asked to be on the agenda of June 25. Mrs. Mangini wanted to know when the Board was going to respond to her committee's ("Parents Committee for Civic Responsibility") questions.

June 25

No Board members were absent. Meeting held at DVC Student Activities Building.

[There was no court reporter. One hundred twenty five people were present at Drummond McCunn's last meeting.]

On motion of Mr. Gordon, seconded by Mr. Abbott, the Board appointed the firm of Griffin-Pierce and Company, Martinez, as auditor of the General Funds of the District for the school year 1962-63.

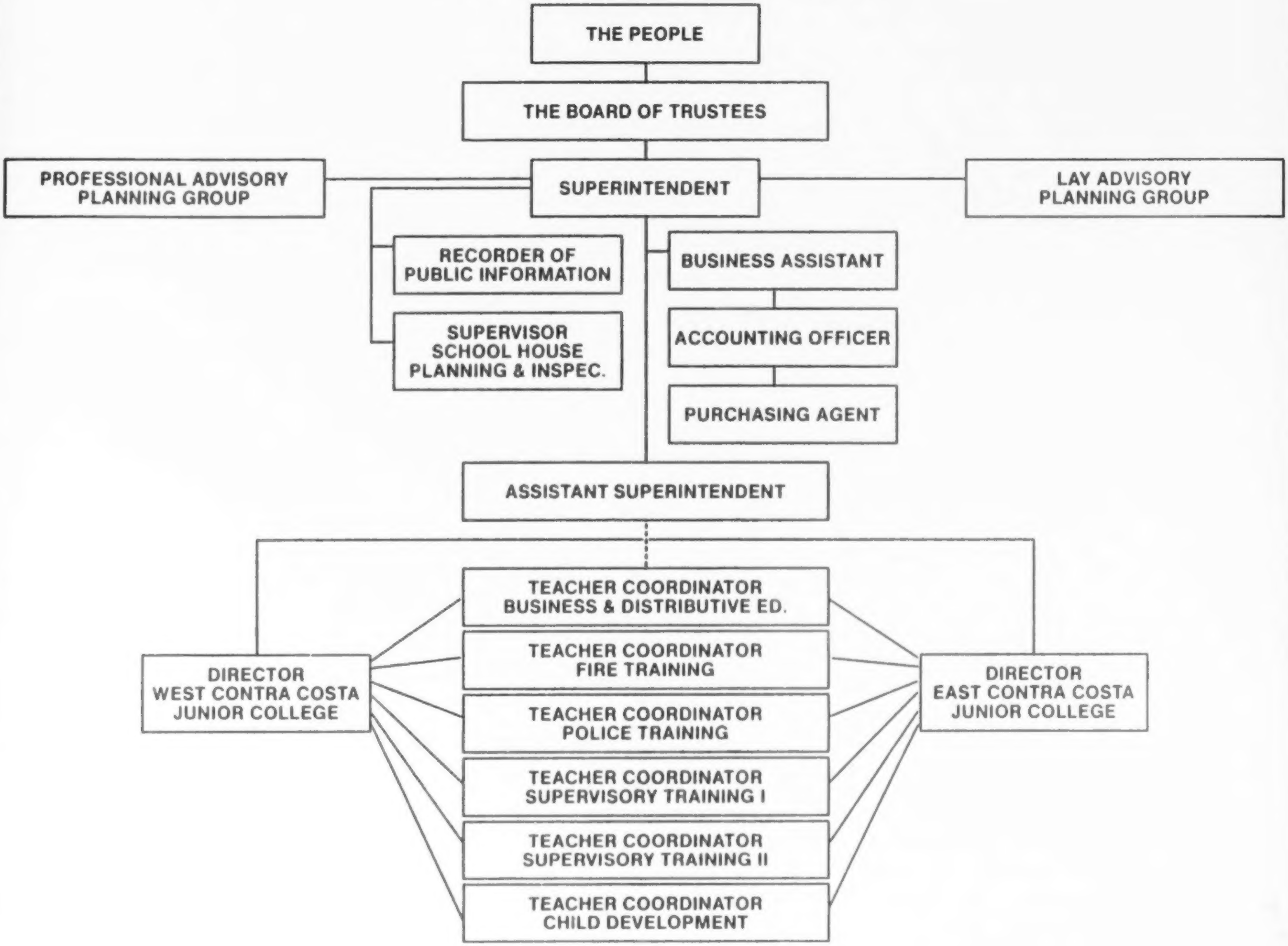
Messrs. Gilbert, Valory and Van Gelder addressed the Board on the subjects of textbooks, the Long & Levit contract and the relationship of the Governing Board with the public. A request was made concerning the dismissal of the Superintendent.

Individual board members replied to these gentlemen and to the public at large.

On motion of Mr. Gordon, seconded by Mr. Clemetson, the Board ratified by a 4 to 1 vote--with Mr. Howard voting "no", the execution of the contract with Long & Levit as submitted by the Governing Board on June 11, 1962 and signed by the President and Secretary.

CONTRA COSTA COMMUNITY COLLEGE DISTRICT - 1962

DISTRICT ADMINISTRATIVE SERVICES


THE PEOPLE
THE BOARD OF TRUSTEES
PROFESSIONAL ADVISORY PLANNING GROUP
SUPERINTENDENT
LAY ADVISORY PLANNING GROUP
RECORDER OF PUBLIC INFORMATION
SUPERVISOR SCHOOL HOUSE PLANNING & INSPEC.
BUSINESS ASSISTANT
ACCOUNTING OFFICER
PURCHASING AGENT
ASSISTANT SUPERINTENDENT
TEACHER COORDINATOR BUSINESS & DISTRIBUTIVE ED.
TEACHER COORDINATOR FIRE TRAINING
TEACHER COORDINATOR POLICE TRAINING
TEACHER COORDINATOR SUPERVISORY TRAINING I
TEACHER COORDINATOR SUPERVISORY TRAINING II
TEACHER COORDINATOR CHILD DEVELOPMENT
DIRECTOR WEST CONTRA COSTA JUNIOR COLLEGE
DIRECTOR EAST CONTRA COSTA JUNIOR COLLEGE

THE PERIOD 1962 - 1965

In brief:

For a three year period, 1962-1965, the District had no superintendent. It was not a period of drift. The Board wanted an interim to allow a cooling-off from past disruptions. These years witnessed a shift from District domination by Drummond McCunn to the tradition of college autonomy within a framework of District leadership. During this period, leadership rested with a "troika" made up of Board President George Gordon, Diablo Valley College President Karl Drexel, and Contra Costa College President Bob Faul. As Board President, George Gordon, when protocol and decorum called for it, served as "Acting Superintendent." Much time was spent in a nationwide search for a new superintendent which ended with the selection of Karl Drexel.

HIGHLIGHTS OF BOARD ACTIONS DURING THE INTERIM BETWEEN SUPERINTENDENTS

(1962 - 1965)

- George Gordon elected President of the Governing Board. County Superintendent B.O. Wilson asked to provide consulting services until such time that an acting Superintendent or an appointment of a replacement for McCunn - July 2, 1962.
- First outside consultants hired to study the compensation for the certificated personnel - August 6, 1962.
- The Contra Costa County Dental Society presented their Annual Dental Award to the Board for the year 1962 - January 28, 1963.
- The Board adopted the first salary studies made by outside agencies for classified and certificated personnel - March 11, 1963.
- The Board employed the Field Service Center UC Berkeley to conduct a district-wide study to cover financing methods, enrollment projections and population trends - June 10, 1963.
- William Baldwin attends first meeting after defeating Fred Abbott in May election - July 15, 1963.
- Board President, George Gordon, requested a review of all Board Policies - October 14, 1963.
- The title of "Director" was changed to "President" - January 13, 1964.
- Dr. Lee Medsker, consultant with Field Service Center UCB, made presentation, "A Capital Outlay Program for the Contra Costa Junior College District" - February 24, 1964.
- The Board accepted the resignation of Dr. George (Bob) Faul to accept a contract with the Monterey-Peninsula College as Superintendent/President - June 8, 1964.
- Ray Dondero appointed to replace Dr. Faul - June 8, 1964.
- Dr. Theodore L. Reller, Dean of School of Education UCB, employed to serve as Chairman of the Screening Committee to recommend candidates for the position of Superintendent - August 5, 1964.
- The Board employed O'Dell & McConnell and Associates as advisors on campus planning - September 2, 1964.
- The Board approved a contract for master planning and architectural services by the joint venture of Johnson-Cometta-Confer & Associates for DVC and CCC - September 23, 1964.
- Karl Drexel appointed Superintendent of the Contra Costa Junior College District - March 4, 1965.
- William Niland appointed to replace Drexel - June 1, 1965.

JULY 1, 1962 - JUNE 30, 1963

- NO SUPERINTENDENT -

BOARD MEMBERS Fred Abbott
Glenn Clemetson
George Gordon
Harmon Howard
William Kretzmer

July 2

Organization meeting.

George Gordon was elected President; William Kretzmer was elected Vice President; Harmon Howard was elected Secretary; Glenn Clemetson and Fred Abbott, citing personal reasons, declined any office.

The Board requested County Superintendent, B.O. Wilson, to provide consulting services until such time that an acting Superintendent or an appointment of a replacement for McCunn.

D. Granshaw, District Business and Purchasing Officer, was appointed for normal operations and preparation of Board materials in cooperation with G. Faul and K. Drexel. Granshaw asked to prepare and present a list of all applicants for the Superintendency within next two Board meetings.

[As the incoming Board President, George Gordon assumed the responsibility of meeting regularly with the two Presidents, Drexel and Faul, and with Dunston Granshaw. From this time until the new Superintendent was selected (1965), Mr. Gordon served in the very unofficial position of Acting Superintendent. Under these circumstances, his previous educational experiences as a teacher in the Richmond schools served him, and the District, extremely well. He was most important in maintaining stability and continuity.]

R. Van Gelder, a citizen, wrote letter asking that the Board appoint a lay advisory group of citizens to assist informally with the development of the educational program of the colleges. This was acknowledged and filed.

August 6

Dr. Odell and Dr. MacConnell and Associates, Stanford University Professors and consultants, were hired to conduct a study of compensation for certificated personnel.

The Office of the County Superintendent was employed to provide consulting services on educational and business matters at $75 per 8 hr. day.

Dr. Dalby, a DVC faculty member, was appointed coordinator of the 1962 American Heritage Day program on motion of H. Howard, seconded by F. Abbott.

September 11

Board denied McCunn claim for $112,522.90 and so notified him through his attorney, Richard D. Sanders of Pittsburg, CA

American Heritage Day Program was postponed again. This time at the request of Dr. Dalby.

September 24

Directors Faul and Drexel proposed a lecture series on American institutions. The title of the series to be "Challenges for Americans," sub-title, "The Individual's Role in a Democracy," the series was to be held one night at DVC and next night at CCC. The lecture series was to be tied into the Social Science courses and to be coordinated by a Social Science teacher from each college.

October 22

Vice-President Kretzmer acknowledged receipt of a letter from DVC faculty announcing "Book of the Semester" program. He asked for further information on the program, including a schedule of meetings.

November 13

R. Van Gelder (Taxpayers and Parents Associated for Better Education) requested information on certain personnel (not identified). Board gave only information readily available which was already public knowledge and that only after Van Gelder and associates put into writing their reasons for the request.

G. Sedgewick, DVC faculty member, wrote asking for more information on a personnel matter. The Board acknowledged the request and filed it.

December 10

John Kelly, Assistant Dean of Instruction DVC, made a presentation regarding a program developed by and put into practice at DVC, entitled, "Study for a Team Approach to Teaching-Learning," called "STAT."

Board expressed its appreciation for this report and expressed its desire to have more presentations of the educational program of the District in the future.

January 14

The Board agreed that Dr. Faul should accept the invitation to membership on the Commission on Student Personnel of the American Association of Junior Colleges. The Board complimented Dr. Faul on the honor bestowed on him by the AAJC.

January 28

The Contra Costa County Dental Society presented their Annual Dental Award to the Governing Board for the year 1962. The citation said, in part, "The year 1962 was a momentous one in Contra Costa County with regard to Dental Education. In this year a program in Dental Hygiene was instituted at Diablo Valley College."

The Board received a letter of appreciation from the Chairman of the District's Faculty Salary Committee, Leonard Stenberg, which said, in part, "Certainly we wish to thank you, the Governing Board, for your far-sightedness in taking steps to resolve some salary problems of long standing. Your interest in and dedication to the C.C.J.C. District assures improved educational opportunities for the young people of this area."

The Board approved the preliminary development of a Manpower Development Training Program at CCC.

February 25

Mary Mangini, Chairman for Parents for Civic Responsibility, in a letter to the Board, asks four questions "so that the public be better informed in the matter of school finances and school law." Mr. Gordon suggested that she and her committees review the public records in the District office.

The Coordinators through their spokesman, Ward Cockerton, complained to the Board that they were not privy to the Faul/Drexel report on the Coordinator program. [In this report the Directors, Faul and Drexel, recommended that all Coordinators be assigned to and housed at one of the two colleges.]

March 11

John Kelly, Dean of Instruction DVC, presented DVC's "Humanities-Science Symposium," a week-long program featuring the developer of radar and currently with the Center for Democratic Studies, Sir Robert Watson-Watt as Professor-in-Residence.

The Board adopted the first salary studies made by outside agencies for classified personnel and certificated personnel.

May 13

Ray Dondero, Dean of Instruction, CCC, presented a proposed MDTA program for gardners. The Board approved.

June 10

The Board agreed to a feasibility study to locate a Health Museum (on DVC campus) to serve the Bay Area.

A Board committee was appointed to interview architects desiring to do District work, two to be recommended to the full Board.

The Board employed the Field Service Center, UCB, to conduct a district-wide study on fiscal planning. The survey was to cover financing methods, enrollment projections and population trends with emphasis on the next five years.

The Board agreed to a Teacher-Coordinator for Community Services for each campus, to be given 50% released time from teaching.

JULY 1, 1963 - JUNE 30, 1964

BOARD MEMBERS	William Baldwin Glenn Clemetson George Gordon Harmon Howard William Kretzmer

July 15

The Board received a letter from the President of the United States, John F. Kennedy, regarding the grave Civil Rights problems. It implored schools and colleges to provide equal access to minorities and to encourage minorities to continue their education.

William Baldwin, recently elected Board member, attended his first meeting. He replaced Fred Abbott whom he defeated in May elections.

August 5

Mr. Gordon presented Mr. Fred R. Abbott with a certificate of appreciation for his fourteen and a half years of service on the Governing Board of the Junior College District. Mr. Abbott very graciously accepted the book which was prepared by the staff, including the citation of appreciation from the Governing Board Members, a historical review of the District and photographs of the governing boards and buildings of the District taken over the years.

September 10

The Board authorized and complimented K. Drexel on being invited to serve on a nationwide committee being established at Stanford University. It was named a Junior College Planning Center and was under the guidance of Dr. Lewis Mayhew, Professor, School of Education, Stanford University.

September 23

The Richmond Independent paid a tribute to the competent administration of the two colleges.

October 14

Two presentations were made to Board regarding the Student Personnel Program at DVC and the Music Program at DVC.

G. Gordon requested a review of all Board Policies. [A most significant step in improving organizational concepts and communication between all segments of the college community.]

October 28

Presentations were made by Ray Dondero, Dean of Instruction at CCC, on new experimental program for under-achievers in English and by Charles Lovy, Language Instructor, on Foreign Language for Elementary Schools Program.

November 12

Ken Skeen, a DVC instructor, made a presentation on "New Developments in the Field of Mathematics."

December 9

Policy: The Board revised the previous policy on preparation of Board agenda.

Policy: Board acted upon a modification of the Teacher Load Policy.

A presentation was made by R. Dondero, Dean of Instruction, CCC, on educational television.

January 13

Students of both colleges wanted buildings named after the late President John F. Kennedy. W. Kretzmer asked for a delay in order to consult with master planner (architect).

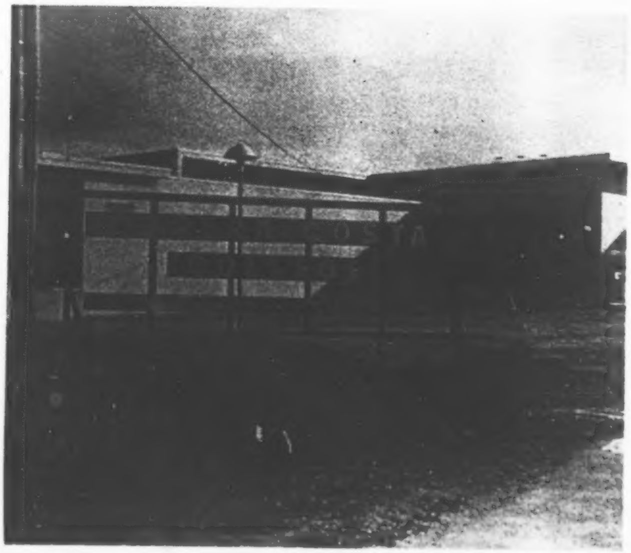
Approved the establishment of a Classified Service Council.

The title of "Director" was changed to "President."

[This change in title was the Board's way of signalling to all in the college community and to the county at large that the District was formed to provide post-secondary education through its two colleges - Diablo Valley College and Contra Costa College.]

The First Permanent Building - CCC

PRESIDENT RAY DONDERO
Contra Costa College
1964 - 1969



Contra Costa College

February 24

Board passed a resolution in support of an election for increased state support for junior colleges in the "State Bonds for Higher Education."

University of California Field Service Center, Dr. Lee Medsker, et al., made their presentation on "A Capital Outlay Program for the Contra Costa Junior College District." This report outlined the District's capital outlay needs for ten years, through 1973.

March 9

Fred Confer & Elvin Cometta were employed as Master Planning Architects for CCC in a joint venture.

George Coles, a CCC instructor, made presentation on CCC anthropology program.

DVC President Drexel was commended for being invited to serve on Student Personnel Commission of the American Association of Junior Colleges.

The Board approved a resolution authorizing the establishment of Academic Senate on each campus.

March 27

Special Meeting.

Adopted resolution to settle with McCunn for $40,000 - 3 Yea, 1 No, Kretzmer; 1 Abstained, Baldwin.

April 13

George Applegate, Attorney for Wayne Hayden, requested a public hearing on behalf of his client. Denied on basis that Mr. Hayden's reassignment was an administrative matter and not subject to review by Board unless Hayden's contract was violated. The Board further felt that since the matter was the subject of judicial review they would await the decision of the court in this matter.

Continuing to act on George Gordon's request of October 14, 1962, the Board revised ten Board Policies; rescinded eight Board Policies; and agreed to further review of five more Board Policies.

April 27

In the continuing review of Board policies by previous administration, six more policies were revised, six policies rescinded, and one held for further review.

May 25

The continuing reassessment of older policies resulted in more Policy revisions: four revised, one rescinded.

June 8

For both campuses, the Board established an Assistant Dean position for Student Personnel, for Technical Education, and a Teacher-Coordinator for Research & Planning.

The Board accepted the resignation of Contra Costa College President George (Bob) Faul who then accepted a contract with Monterey Peninsula College as Superintendent/President.

R. Dondero was employed as Acting President (CCC) for '64-65. K. Drexel reappointed President of DVC. Mario Pezzola, CCC instructor, appointed Dean of Instruction.

There was a resolution to hire Confer & Associates as architects for DVC, directing that a contract be negotiated for both colleges.

JULY 1, 1964 - JUNE 30, 1965

BOARD MEMBERS
William Baldwin
Glenn Clemetson
George Gordon
Harmon Howard
William Kretzmer

July 8 (Organization Meeting)

Mr. Baldwin nominated Mr. Harmon K. Howard for President of the Governing Board for the school year 1964-65. Hearing no second, Mr. Gordon vacated the Chair for the purpose of seconding the nomination. Mr. Baldwin moved that the nominations be closed. Mr. Howard seconded and the members unanimously agreed to the closing of nominations for the office of President. The following vote was recorded: Ayes - Messrs. Baldwin, Gordon and Howard; Noes - Mr. Kretzmer; Absent - Mr. Clemetson.

Mr. Kretzmer explained his negative vote, stating that old business and pending litigation still face the Board, and in his opinion Mr. Howard's position would not be representative of the majority of the Board. He further felt that the President is often called upon as spokesman for the Board and did not feel Mr. Howard would represent the opinion of the Board and therefore said he could not cast his vote in favor of the nomination, although no personal feelings were involved.

Mr. Howard was declared President and Mr. Gordon then turned the gavel over to him. Mr. Howard assumed the Chair.

Mr. Gordon nominated Mr. William J. Kretzmer for Vice President of the Governing Board for the school year 1964-65. This nomination was seconded by Mr. Baldwin. Mr. Gordon moved that the nominations be closed. Mr. Baldwin seconded. By the unanimous vote of those Board Members present, Mr. Kretzmer was declared Vice President.

Mr. Baldwin nominated Mr. George R. Gordon for Secretary of the Governing Board for the school year 1964-65. This nomination was seconded by Mr. Kretzmer. Mr. Baldwin moved that the nominations be closed. Mr. Kretzmer seconded. By the unanimous vote of those Board Members present, Mr. Gordon was declared Secretary.

August 5

Dr. Theodore L. Reller, Dean of School of Education UCB, was employed to serve as Chairman of the Screening Committee to recommend candidates for the position of Superintendent of CCC District.

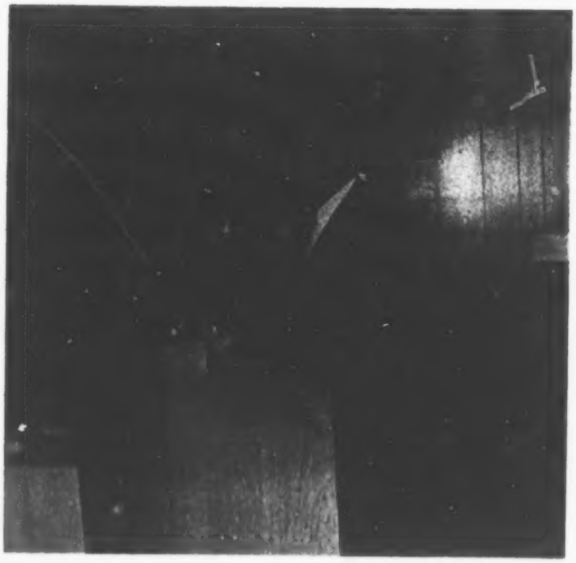
September 2

O'Dell-McConnell and Associates were employed as advisors on campus planning.

WILLIAM R BALDWIN
HARMON K HOWARD
GEORGE R GORDON

THE GOVERNING BOARD
1966 - 1967

PRESIDENT DR. WILLIAM NILAND
Diablo Valley College
1965 - 1984



SUPERINTENDENT KARL DREXEL
1965 - 1974

September 23

The Board approved contract with Johnson and Cometta and Confer & Associates for architectural services for CCC and DVC.

November 5

The Board approved the joint venture of Johnson-Cometta/Confer & Associates for development of a master plan for the third and fourth colleges.

O'Dell-McConnell made a report on enrollment figures and site locations of contemplated campuses.

February 25

The Board supports a CJCA request that there be a thorough statewide study before legislating a State Board for Junior Colleges.

March 4

Special Meeting.

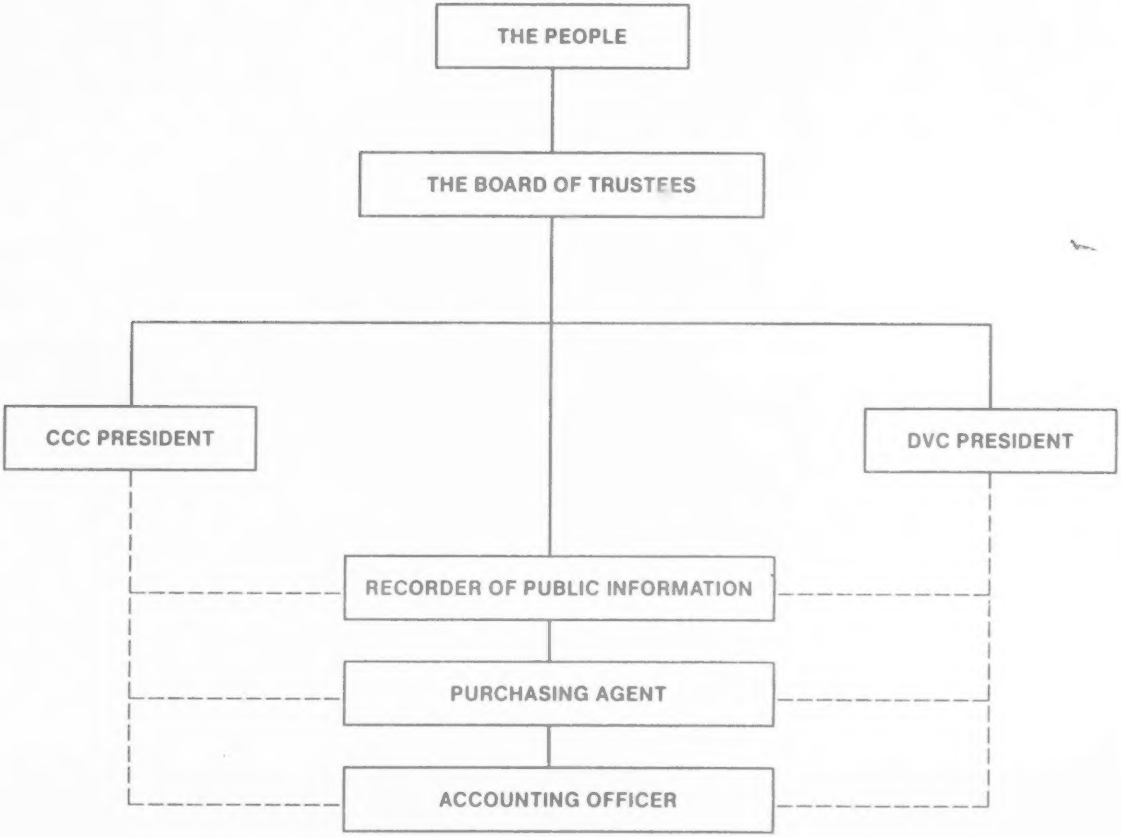
President Howard called the special meeting to order at 7:30 p.m. This meeting was immediately adjourned into an executive session. The executive session was adjourned at 10:00 p.m. at which time the special session was reconvened.

Mr. Gordon moved that Karl O. Drexel be employed as Superintendent of the Contra Costa Junior College District for a four-year term and that the salary be in the range of $23,000 to $27,000 per year. The effective date of Mr. Drexel's assumption of duties as Superintendent and the actual salary within the specified range are to be set at the March 10, 1965 regular meeting of the Governing Board. Mr. Kretzmer seconded the motion. Vote: Yes - Messrs. Gordon, Kretzmer and Clemetson; No - Messrs. Howard and Baldwin.

There being no further business to come before the Board, the reconvened special meeting was adjourned at 10:07 p.m.

CONTRA COSTA JUNIOR COLLEGE DISTRICT - 1965

DISTRICT ADMINISTRATIVE SERVICES


THE PEOPLE
THE BOARD OF TRUSTEES
CCC PRESIDENT
DVC PRESIDENT
RECORDER OF PUBLIC INFORMATION
PURCHASING AGENT
ACCOUNTING OFFICER

THE PERIOD 1965 - 1974

In brief:

The decade of the Karl Drexel superintendency could be characterized as the era of consolidation and good feeling. The Board set out to heal old wounds that had long been festering in the District. It gave unstinting support to Superintendent Drexel and did all in its power to restore the cohesiveness of the staff. It was a period of rapid growth in student population, in staff, and in the construction of facilities. A third college, Los Medanos College, was planned, founded, and now serves the eastern portion of Contra Costa County. Even though the late 1960's and early 1970's were disruptive, even explosive, on college campuses and in the streets of the wider society, this District enjoyed relative stability and marked educational progress.

HIGHLIGHTS OF BOARD ACTIONS DURING THE KARL DREXEL SUPERINTENDENCY
(1965 - 1974)

- Special meeting called by Board President Harmon Howard to review long range campus development plans for the District. The Board approved the preliminary long range development plans for CCC, DVC, East Campus site and South Campus site and authorized Cometta-Confer & Associates to proceed with final drawings for these campuses - May 17, 1965.
- The Board adopted a resolution endorsing the DVC's Committee on the Open Door - June 23, 1965.
- The Board adopted a resolution consenting to the annexation of DVC to Pleasant Hill - July 14, 1965.
- The Board resolved that the District present a bond proposal to the voters for financing the construction of four colleges - December 1, 1965.
- Special meeting was called by President Kretzmer to discuss the facilities expansion program - March 31, 1965.
- Special meeting called by President Kretzmer to approve another bond election for the same amount as the previous election called for, $55 million - May 18, 1965.
- Board President Baldwin expressed regrets and disappointment with the loss of the second bond issue - November 9, 1966.
- The Board declared its intent to make an outright purchase of the Stoneman property of 109.5 acres from the Federal Government - January 11, 1967.
- The Board passed another resolution ordering another bond election for $49,335.00 - July 19, 1967.
- The Board discussed the defeat of the third bond election - October 11, 1967.
- The Board approved the petitioning to the cities of Pleasant Hill, San Pablo and Richmond for their participation in assessment districts - February 14, 1968.
- Board Member Harmon Howard resigned to become a member of the Board of Governors for Community Colleges. Dr. Lee Winters appointed to replace him - March 13, 1968.
- The Board approved of a Joint Powers Authority Financing for a combined County-District Building - October 9, 1968.
- Financial Consultants and Bond Counsel appointed for District Education Center - December 11, 1968.
- Dr. Robert Wynne appointed President of CCC to replace Ray Dondero - May 14, 1969.

- Ray Dondero appointed to the position of Assistant Superintendent for Instruction and Personnel - June 18, 1969.
- John I. Carhart, Assistant to the Superintendent, appointed President of "East College" to be effective December 1, 1970; Mario Pezzola, Dean of Instruction at CCC, appointed Assistant to the Superintendent, Facilities and Planning to replace Carhart - November 18, 1970.
- The Board adopted a resolution to issue CCJC District Revenue Bond series - December 9, 1970.
- The Board adopted a resolution ordering the fourth school bond election for $18,750,000 - March 8, 1971.
- Coleman Fannin replaced Glen Clemetson who resigned as a Board Member - July 1, 1971.
- The Board authorized the calling for bids for the college complex at East College with an estimate of $7,912,000 - September 22, 1971.
- The Board approved the naming of East College as Los Medanos College - November 10, 1971.
- The Board changed name of the District to Contra Costa Community College District - December 8, 1971.
- The Board discussed the loss of fourth bond issue - June 14, 1972.
- Clare Luiselli was appointed "District Fiscal Services Officer" - July 12, 1972.
- Coleman Fannin resigned from the Board - December 20, 1972.
- William Moses replaces Coleman Fannin - June 6, 1973.
- William Kretzmer resigns - June 6, 1973.
- Lloyd Farr replaces William Kretzmer - July 2, 1973.
- Karl Drexel announces his resignation to be effective June 30, 1974 - December 12, 1973.
- Dr. Medsker appointed consultant and chairman of the search group to seek replacement for Superintendent Drexel - January 16, 1974.
- Dr. Harry Buttimer appointed Chancellor of the District - March 27, 1974.
- The Board revised Ward boundaries. New graduation requirements approved - June 12, 1974.
- The Board adopted a resolution appointing Karl Drexel as Chancellor Emeritus - June 26, 1974.

May 1

William Niland was employed as President of DVC at $17,500 to begin no later than June 1.

May 17

Special Meeting - Music Building, DVC.

With representatives from every major Unified School District, except Richmond, present, President Howard called the meeting to order at 7:30 p.m. This special meeting was called for the purpose of reviewing long range campus development plans of the District.

In his opening remarks District Superintendent Karl Drexel reviewed the preliminary report prepared by the administrative staff and presented to the Board on May 13, 1963, at which time it was the belief of the staff that the District would no longer be able to continue financing its capital outlay needs from current funds.

The Governing Board shortly thereafter engaged the services of the Field Service Center of the University of California to study the fiscal problems of the District over a ten-year period, 1963-1973, as they related to the capital outlay program. The Field Service Center report was presented to the Governing Board in February 1964.

In September 1964 the Governing Board employed Odell MacConnell and Associates of Palo Alto as educational consultants to the District to develop long range campus plans. The Board also employed the architectural firms of Johnson and Cometta and Frederick L.R. Confer and Associates as a joint venture to work with the educational consultants.

Following the Superintendent's address Doctors Davis, Ralston and Franzan of Odell MacConnell and Associates and Mr. Lackey of Sasaki, Walker, Lackey Associates of San Francisco, site planning consultants, graphically described their plans based on a two-year study of the county's population growth, the junior college enrollment trends, present and anticipated educational programs, and facilities needed to house the programs.

It was proposed that the Contra Costa Junior College District at this time plan on four campuses as follows:

Completion of the Contra Costa College campus in San Pablo to accommodate an ultimate enrollment of 7,500 students; completion of Diablo Valley College campus in Concord to accommodate 5,500 students; completion of a third campus in the Pittsburg-Antioch area, Camp Stoneman site, with an ultimate enrollment of 5,000 and construction of a fourth campus in the Danville-Alamo area to be designed for a maximum of 5,000 students. Nine sites are being studied at this time in the Danville area. All four campuses will offer comprehensive educational programs.

Superintendent Drexel urged abandonment of the "pay-as-you-go" policy which has been in effect since the inception of the District, and stated that all long-range planning is dependent upon passage of a bond issue, a tax override, or a combination of both.

Odell, MacConnell and Associates were to present financing recommendations to the Governing Board by the middle of July. Cost studies and estimates were to be completed a month later.

The Governing Board invited guests and staff members to comment on the proposed master planning. Representatives from various school districts in the county spoke in commendation of the District's plans.

On a motion of Mr. Kretzmer, seconded by Mr. Gordon, by unanimous vote the Governing Board approved the preliminary long range development plans for Diablo Valley College, Contra Costa College, the East Campus site and the South Campus site and authorized Johnson and Cometta - F.L.R. Confer and Associates, Architects, to proceed with the final drawings for these campuses.

June 23

On a motion of Mr. Kretzmer, seconded by Mr. Baldwin, by the following roll call vote: Ayes - Harmon K. Howard, William J. Kretzmer, Glenn L. Clemetson, William R. Baldwin; Absent - George R. Gordon, the Governing Board adopted the following Resolution:

> BE IT RESOLVED, that the Governing Board of the Contra Costa Junior College District concurs and endorses the accompanying statement of the Diablo Valley College Committee on the Open Door; and furthermore that it approves and encourages the projected plan of the Committee to alert junior college boards and faculties together with the community at large of the necessity of renewing commitment to the Open Door Policy.

A STATEMENT FROM THE DIABLO VALLEY COLLEGE COMMITTEE FOR AN OPEN DOOR TO HIGHER EDUCATION

The members of this committee are impelled to state the position developed here by our growing concern over accumulating indications of a general erosion of the concept of the open school in the open society. This erosion seems to us to be manifest in actions taken (and not taken) in the state legislature, in regulations and actions issuing from the State Board and the State Department of Education, and in the apparent wide-spread indifference in the profession and the public over the maintenance and extension of this concept. Legislative measures and coordinated administrative action in the state are curtailing the historic commitment of the citizens ot California to provide education free of unreasonable restrictions to all qualified citizens above high school age. We see a trend gathering momentum which favors exclusiveness in junior college education in California just when all signs point to a critical need for increased openness and inclusiveness. We face a clearly-defined social problem. Little of long-range value will be accomplished by attempts to increase "employability" by training and "retraining" those who are unemployed because they are basically uneducated. It is imperative that we take comprehensive measures to avoid the explosive situation which can develop from our having in the future great numbers of idle and alienated citizens. The schools and other public agencies must be about the business of providing ways for a growing segment of the population to deal with the problem of seeing oneself as a worthy and contributing member of society in the face of a decreasing opportunity to be a producer in the narrow and conventional sense.

This body has no particular subject matter or curricular bias; nor do we have an ideological bias other than that derived from a concern for increased inclusiveness in higher education. We do believe that the purposes of higher education must be re-examined. We know that to take such a position as this involves public commitment to an imperfectly conceived idea, but we see no alternative since there is at present no effective channel of discourse which can lead to the needed professional and public exploration of the problem. We intend to provide a rallying center for those who want to defend and increase the openness of junior college education.

It is our contention that it is the responsibility of educators to wrestle with present problems openly and, evaluating them realistically, anticipate problems of the future as intelligently as possible. Thus curricular trends, entrance policies, and projections of needed construction should be reflecting our best assessment of these present and future problems. We are concerned that this is not the case today in our state because so much thinking on the subject fails to recognize the challenge of the times.

We believe that such an assessment indicates that perhaps no other educational institution has so large, immediate, and imperative a social assignment as does the junior college, which was brought into being in response to this very challenge. Following are some important matters to recognize:

1. In a sense we are at a watershed in history. The increase of gifts from technology threatens to reduce us to consumer units and at the same time to raise an immense problem of unemployment.
2. The whole problem of a shifting conception of the the work-leisure relationship, a distinction that is increasingly losing its old meaning, is of growing magnitude.
3. The old meaning of occupational training as the acquiring of hand skills for a lifelong career is all but obsolete.
4. Vocational training in the future will increasingly involve training and re-training a number of times in any one career because of the predictable demand for extemporaneous skills to accommodate technological change.
5. Our task, then, is to find ways to involve those we have called vocational students more and more as people valuable in their own right and to see that we provide appropriate experiences that integrate knowledge and, as well, provide an added dimension to training--helping people to become perpetual learners.
6. In short, the opportunities that technology has given us have introduced grave cultural and psychological considerations. Thus in the curriculum, science as an open attitude toward experience, the humanities and the social sciences as resources for fulfillment and for responsible citizenship--these must be emphasized with a clearer social purpose. The humane dividends of such a new emphasis must be sought no longer as special experiences for a happy few, but as deserved and necessary experiences for a total citizenry. That is the challenge of our time: to engage a far greater portion of our high school graduates and our adult citizenry in satisfying activities of this nature. This is not a sentimental nor a romantic conception. It is the democratic society's alternative to accepting a kind of benign totalitarianism of uniformity in entertainment, in consumer patterns, and in reaction and thought that would smother the avowed aims of the American experience. We believe that inclusiveness in at least one part of higher education is essential to creating the healthy pluralism of belief and interest that are the *sine qua non* of a democracy.

To compound the urgency of this situation the universities are finding it increasingly difficult to center on human values as they become more and more tightly interlocked with our economy through increased involvement in research and technological projects for government and industry resulting in subtle changes in old concepts of autonomy.

Further, the university specialists face mounting difficulty in communicating with each other within the university community. Measured against traditional patterns of the university there is developing today an imbalance which threatens to downgrade the university's wider humanistic role and its function as the citadel of the widest interplay of ideas. To the extent that this develops--and part of it is just a function of size--we have cause for alarm, for the society needs the fruits of a pluralism of ideas and viewpoints, with the resulting renewal of sensibilities, as never before. Hence it becomes increasingly important that the junior college see its role as one that is wider than that of a mere feeder for the university. The burden to promote the integration of knowledge and to carry on the humane function of education at the college level will increasingly rest upon the junior college, which must move out to meet this challenge. It is our intention to work for a program that will meet these changing conditions.

We take this position recognizing that much of what we say we do in the schools is subject to re-examination, is changing, is likely to be revolutionized. We know that such words as "motivation," "standards," "aptitude," "college material," "non-readers," "terminal students," etc., are all too frequently used dogmatically and uncritically to pigeonhole and eliminate students. We stand for an increasingly humane approach to "standards," so forcefully set forth some years ago by John Gardner:

> "We must never make the insolent and degrading assumption," says Dr. Gardner, "that young people unfitted for the most demanding fields of intellectual endeavor are incapable of rigorous attention to some sort of standards.
>
> "One of the most appalling and unhappy errors of much popular education has been to assume that young men and women incapable of the highest standards of intellectual excellence are incapable of any standards whatsoever and can properly be subjected to shoddy, slovenly, and trashy educational fare. Though we must make enormous concessions to individual differences in aptitude, we may properly expect that every form of education be such as to stretch the individual to the utmost of his particular potentialities. We must recognize that there may be excellence or shoddiness in every line of human endeavor. We must learn to honor excellence (indeed, to demand it) in every socially accepted human activity, however humble the activity, and to scorn shoddiness however exalted the activity.
>
> "There may be excellent plumbers and incompetent plumbers, excellent philosophers and incompetent philosophers. An excellent plumber is infinitely more admirable than an incompetent philosopher. The society that scorns excellence in plumbing because plumbing is a humble activity and tolerates shoddiness in philosophy because it is an exalted activity will have neither good plumbing nor good philosophy."

We do not believe that such a shift in emphasis would involve serious disruption or drastic re-organization of the program on the junior college campus nor any compromise in the transfer function; rather we think it would call for a new flexibility and perhaps a re-consideration of the nature of intellectual rigor and a re-consideration of the nature and the complexity of our cultural assignment.

Obviously, then, we are taking the position that our schools must above all serve the human person, the democratic society, and freedom in our time, and we think the problems inherent are of a whole piece.

They relate to faith in the democratic ideal, faith in the ultimate superiority of reason over emotion and political mysticism, and faith in the ultimate force of honest and open discourse. Finally, they relate to a belief in the value and dignity of each human person. So we expect that our program will reflect that wholeness and we intend to take stands on such matters as the financing of schools, the professional status of teachers, the protecting of the dignity of students, the election of board members--the support of democratic administration and opposition to undemocratic administration. We stand unequivocaly for flexibility and openness in every aspect of junior college operation.

The committee, in drafting and disseminating the above statement, has two related ends in view. The first is that like-minded persons in other junior colleges may be moved to share with us the determination that we will exert every effort to secure the effective commitment of our own college to the principles we have outlined.

The second is that through communication, mutual support and possibly inter-collegiate organization we may present a basis for the advancing of this position. The enterprise on which we have embarked is of such magnitude as to require the energetic cooperation of all men of good-will concerned with education. In this regard we make no distinctions in function--we welcome all teachers and administrators and board members into our fellowship. We assume that anyone who will carry on an honest and open discourse with us is a potential ally in promoting the goals of the open door junior college and we expect that we will develop a satisfactory and mutually supportive relationship. Only so can we succeed.

JULY 1, 1965 - JUNE 30, 1966

BOARD MEMBERS William Baldwin
Glenn Clemetson
George Gordon
Harmon Howard
William Kretzmer

July 1

Everyone congratulated each other, Drexel, administration and faculty, on the past good year that the District enjoyed!

July 14

Board Report No. 7-D - Consent to Annexation. On motion of Mr. Gordon, seconded by Mr. Baldwin and by the following roll call vote: Ayes - William R. Baldwin, George R. Gordon, William J. Kretzmer; Noes - None; Absent - Glenn L. Clemetson and Harmon K. Howard, the Governing Board adopted the following resolution:

> WHEREAS, the City of Pleasant Hill has requested that the Diablo Valley College campus of the Contra Costa Junior College District be annexed to the City of Pleasant Hill and,
>
> WHEREAS, the City of Pleasant Hill can provide controlled planning in the areas surrounding the Campus in respect to traffic circulation, drainage, and land use and,

WHEREAS, the District will receive direct and immediate benefits such as a higher level of police service, street lighting, and streetsweeping,

NOW, THEREFORE, BE IT RESOLVED that the Governing Board of the Contra Costa Junior College District does consent to the annexation of the campus of Diablo Valley College to the City of Pleasant Hill.

The Board again tabled the matter of naming of buildings.

Dr. William Di Pace, DVC counselor, made a presentation on the successful "Pittsburg Academic Achievement Project."

October 13

Approved Board Policy - "Regulations for Implementation of Negotiating Council" (Ed. Code).

Noted that the Center for Higher Education, UCB, will conduct a study "to determine how a Board such as ours can work and still maintain autonomy and how the junior colleges of the State may best be represented at the Coordinating Council and State levels."

November 10

Dr. Carl Franzen of O'Dell-MacConnell made final report to the Board on facility analysis and finance.

December 1

The Board resolved that the District present a bond proposal to the voters for financing the construction of four colleges on March 19, 1966.

Kretzmer called the passage of this resolution "an historic evening in the history of the CCJC District, a positive step into the future that we have long been waiting to take."

December 15

A Resolution was passed unanimously ordering Bond Election requesting authorization for the sale of $55,000,000.00 in bonds.

January 12

Deans J.Kelly and M. Pezzola described for the Board the method of recruitment and evaluation in District.

The Board adopted a more liberal "Personal Emergency Leave" policy.

February 9

Five lectures to be presented by the National Audubon Society were approved by the Board.

The Board and Drexel were accused of "Union Busting" by Henry Clarke, Local 1. Mr. Clarke's request is: "That this Board unfreeze the wages of our members who work for this District and re-establish the wave policy of paying the Groundsmen 90% of the wage paid to the Laborer Class I in the Building and Construction trades and to pay the custodians at a rate which will be only 5% less than the 90% of party rate paid to the Groundsmen."

[In a salary survey initiated by the Board, the California Personnel Services employed to do the survey recommended that all employees in the field mentioned above be "Y" rated (salaries frozen at present level).]

March 9

Dean Henstrand reported on a study of probationary students at DVC.

Dr. Matkin, Director of Dental Services DVC and E. Metzger, Science Department Chairman DVC, reviewed the $101,728 grant offering by W. K. Kellogg Foundation for a program on Dental Technology to be given by DVC. DVC will be only college in U.S. that will have a total auxiliary dental education program within one facility.

March 31

A special meeting was called with the press, TV, radio present. Kretzmer stated that the purpose of the meeting was to discuss the facilities expansion program.

Mr. Kretzmer, although expressing keen disappointment that the bond proposal failed passage on March 29 by the narrow margin of only 2,558 votes, pointed out that on a countywide basis the issue won "overwhelming majority approval."

April 13

On a motion of Mr. Gordon, seconded by Mr. Howard, by unanimous vote the Governing Board employed Dr. Carl B. Franzen as Assistant Superintendent for Finance and Facilities on a two-year contract at an annual rate of $20,000, effective May 1, 1966.

May 11

Reports on utilization of classroom made by the colleges. State recommends high of 70%. Our colleges are at 88%, the highest in the State. [This would later qualify the District for maximum state aid for construction purposes.]

May 18

Special meeting to discuss facilities expansion program.

Board approved another bond election for the November, 1966 general election for the same amount; $55 million.

June 8

A Concert and Lecture Series approved for CCC.

JULY 1, 1966 - JUNE 30, 1967

BOARD MEMBERS
William Baldwin
Glenn Clemetson
George Gordon
Harmon Howard
William Kretzmer

October 20

Special meeting to discuss the desirability of a statewide Governing Board for Junior College Districts.

The Board approved of the issue and directed Board Member Glenn Clemetson and Presidents William Niland and Ray Dondero to vote in favor at CJCA Conference.

"The Board stressed that it wants assurance that such a statewide board will not change the comprehensive nature of junior colleges and that legislation on the subject be written with the Principles spelled out in three documents: *The Junior College Trustee Bill, The CJCA Report on Governance and The Medsker Report on Governance.*

November 9

President Baldwin had the following to say about the defeat of Bond Issue Number 2:

> "I would like to express the Board's regret that the bonds didn't pass and to give thanks to the many, many people who did precinct work for us, the door-to-door work and the students particularly, for their efforts, the staff, faculty and the administration for the time and effort put in on behalf of the bond issue. I would also like to thank the news media for their efforts, the trades' papers and radio and television stations on behalf of the bond issue. I think I speak for the whole Board when I say we are sincerely grateful for this effort that has been expended on behalf of the bond issue and the time put in by all the people involved.
>
> "Again, it is regrettable that it did not pass and we will have to await future deliberations of the staff and faculty and our educational advisors to decide on the course of action here on out."

There followed similar comments from each Board Member, all making the point that a 63% affirmation vote--in a special and a general election--represents the beliefs of the majority of voters.

January 11

Cosmetology was discontinued at CCC.

The Board declared its intent to make an outright purchase of the Stoneman property of 109.5 acres in Pittsburg.

February 8

The Board discussed the options open to them on a 3rd bond election to build facilities. Agreed to wait to see what tax changes will be made by the Legislature, including possible property tax changes.

The Board revised "Awards Issued by CCJC District."

The Board revised 5 more Board Policies in response to the Board's adopted policy of reviewing all past policies.

Don Stephenson, Project Director for the SAVES Program (Selection Approaches for Vocational Education Students) at CCC outlined the objectives of the program which are primarily to increase the academic and vocational success of our students by placing them in classes commensurate with their aptitudes.

April 12

Harry Hall, Counselor CCC, reported on the work-study program under the Economic Opportunity Act of 1964.

May 10

The Board approved the following cultural programs for CCC:

Symphony Season
Sunday Recitals
United Nations Week
Music in May
and other Special Programs

DVC reported on the College Readiness Program to be conducted in the Pittsburg area.

May 24

The Board agreed to attempt a third bond election to be held on or before October 15, 1967 and that the amount be $49,335,000.

JULY 1, 1967 - JUNE 30, 1968

BOARD MEMBERS	William Baldwin
	Glenn Clemetson
	George Gordon
	William Kretzmer
	Harmon Howard (resigned March 13, 1968)
	Dr. Lee Winters (appointed March 13, 1968)

July 5

The Board adjourned to Executive Session and reconvened to award Karl Drexel a new four year contract (from $24,000 to $27,500). With a unanimous vote, the Board, through its President, Glenn Clemetson, complimented Drexel on his superintendency throughout his tenure of the previous two years.

July 19

The Board passed an official Resolution Ordering a Bond Election on October 10, 1967 for the sale of $49,335,000 in bonds.

September 13

Drexel reported to the Board: "Time, space and money are running out for the District," and warned that the administration may be forced to adopt less-than-satisfactory actions if all students who seek admission are to be accommodated. "Lack of facilities and finances are beginning to close the 'open door'" he continued, "a situation which can only worsen with each passing semester."

Drexel mentioned three specific alternatives which are available to the District: (a) virtually a wholesale diversion of students, especially in some fields, from DVC to CCC and vice versa; (b) diversion of students to other junior college districts; (c) zoning of attendance and scheduling of classes and facilities at hours very inconvenient to students.

October 11

The Board discussed the recent defeat of the bond election. Board President Clemetson noted it received a majority, although not the necessary

66 2/3%, vote as did the previous two attempts. He expressed appreciation to the thousands of people who worked in behalf of the District's third bond proposal, including staff and faculty members.

November 8

Mr. Patrick Henry, Facilities Planner for the University of California's statewide system and a resident of Concord, outlined two proposals for future development of facilities.

December 13

V. Henstrand, Dean of Student Personnel, and J. Kelleher, Counselor, CCC, reported on their tutorial programs. The Board expressed its interest and enthusiasm for such programs.

Faculties of DVC and CCC recommended further study on the matter of converting from the semester system to the quarter system. Board agreed.

January 10, 1968

The Board authorized further planning of the DVC Library Building and DVC Engineering-Tech Building. It authorized application for State funding be submitted for inclusion in the 1969-70 State Budget.

February 14

The Board approved the petitioning to the cities of Pleasant Hill, San Pablo and Richmond for their participation in assessment Districts to plan and construct campus roads and parking facilities, utilities and fields.

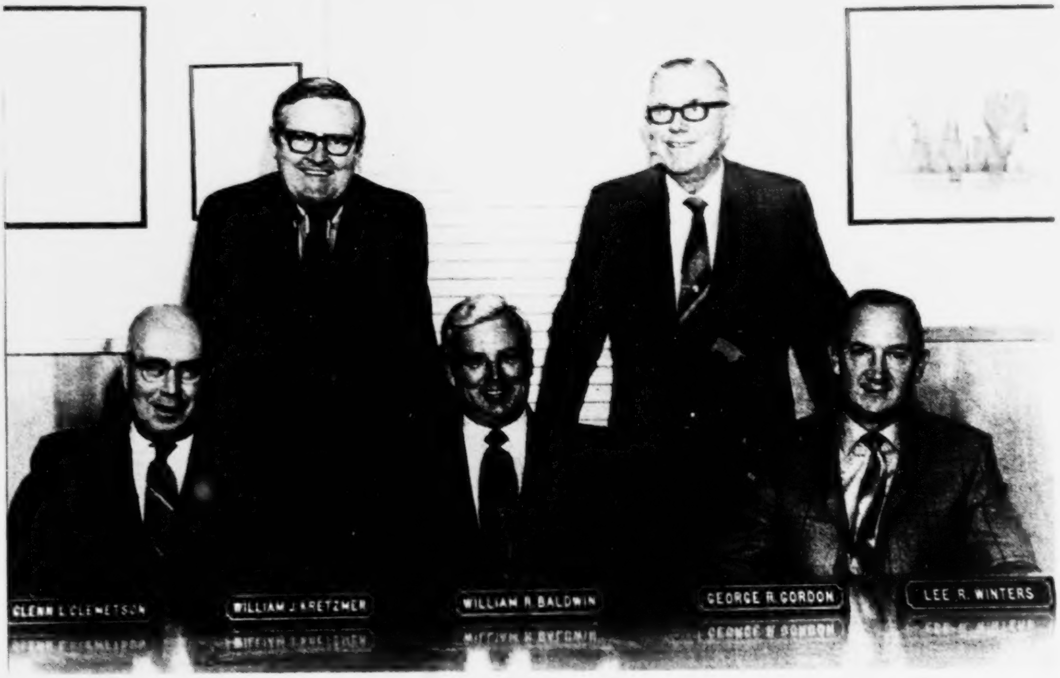
The Resolution adopting these Petitions cites the Law Firm of Sturgis, Den-Dulk, Douglass and Anderson as Special Bond Counsel.

March 13

An Executive Session to discuss personnel matters was followed by the reconvening of the regular meeting at 8:45 p.m.

Mr. Clemetson: First order of business: I would like to take up the matter of filling the vacancy on the Board as the result of Harmon K. Howard's being appointed to the State Junior College Board. We are going to miss Mr. Howard very much. On the other hand, we can't help but be happy that we are going to be as close to him as a representative on the State Board. I don't think he will pull any strings in favor of Contra Costa Junior College District but it is nice to have him to go and talk with and that he is a man who has had experience in junior college work. He is going to be missed but we do have to fill his place and I would like to put it up to the Board at this time in regard to the recommendation of a fulfillment of that vacancy.

Mr. Gordon: Mr. President, and Members of the Board. I know that we have all had a number of people in mind to fill the vacancy and we have been looking for someone who had the best interest of the Junior College District at heart, someone who would serve unselfishly, a person who had a background which would fit him properly to discharge the duties and obligations that would evolve upon a Board Member, and in looking over many prospective candidates I would like to place in nomination Dr. Lee R. Winters of Lafayette as a replacement for Harmon K. Howard. I think Harmon Howard made some wonderful contributions that we will speak about at a future date. I would nominate Dr. Winters.


GLENN L CLEMETSON
WILLIAM J KRETZMER
WILLIAM R BALDWIN
GEORGE R GORDON
LEE R. WINTERS

THE GOVERNING BOARD
1970 - 1971

DVC Campus Scene
1968

Mr. Kretzmer: I would like to second that nomination. I agree with everything the President and George Gordon have said about Mr. Howard. As far as Dr. Winters is concerned, he has long been interested in the District and has participated in some of the programs. I know of no other man in the county who could help us as much. I am happy to second the nomination.

Mr. Clemetson: Are there any other nominations?

Mr. Kretzmer: I move the nominations be closed.

Mr. Baldwin: Second.

Mr. Clemetson: It has been regularly moved and seconded that Dr. Lee R. Winters is placed before the Board as a nominee to fill the unexpired term of Mr. Harmon K. Howard. All those in favor of Dr. Lee Winters please so indicate. (Four (4) Ayes). Let the minutes show the decision of the Board was unanimous.

Mr. Kretzmer: May I suggest that the Chairman contact Dr. Winters? I think it would be proper for you, Glenn, to get in touch with him.

Mr. Clemetson: I will do that.

Mr. Gordon: For some people in the room who may not know who Dr. Winters is--he practices dentistry in Concord. He has greatly assisted the District in many programs. He has been active in preparing Dental Hygiene programs. He has received national recognition. He had a great deal to do with writing courses of studies for these courses and also is very prominent in the field of dentistry in teaching through the University of California, especially administration. There are not many dentists in Contra Costa County who haven't taken some of his courses. His professional office is in Concord, he lives in Lafayette. He is interested in the junior college program and education in general.

Mr. Kretzmer: Everyone who knows him professionally has nothing but high regard for him.

April 10

Mrs. Robert (Chris) Adams reported the idea of a community support committee composed of 15 members throughout the county. It has been organized, it has developed its goals and Mrs. Adams is the chairperson. Board Members commended Mrs. Adams and her committee on their desire to make the community aware of the benefits of the colleges and pledged their hearty support.

May 8

Mr. Harmon K. Howard of Walnut Creek, attending the meeting as an honored guest (he resigned as trustee last March after being appointed to California's new State Board of Governors for Community Colleges) was described by his former colleagues as a "man of integrity and high purpose, a warm human being, and a gentleman within the fullest meaning of that phrase."

Board President Glenn Clemetson presented Mr. Howard with two volumes of photographs depicting the growth and progress of the District during his seven years of service, since 1961, as a governing board member and officer.

"We sincerely regret your leaving," Mr. Clemetson told Mr. Howard, "but we rejoice in your appointment to the State Board, that is one of the happy things that has come out of this."

Mr. Gordon commended Mr. Howard for helping shape a district philosophy which he described as "unexcelled in the State of California," while Mr. Baldwin declared that Mr. Howard's "dedicated service and wise guidance will be sorely missed."

Secretary William Kretzmer, expressing his personal appreciation and friendship, noted "that the way one returns to his seat on this Board is by putting his name, reputation, and integrity before the voters of his ward," which Mr. Howard has done on two occasions.

Mr. Howard pledged that as a State Board Member he will work for continued progress of the junior college system in California and to establish the board as a leader in forming general policy. The members have agreed "that we are concerned with local control and preserving local control–this decision was automatic with all of us." Mr. Howard further assured the District Board that there is going to be coordination and cooperation and that the State Board will act as a catalyst and help all it can on a statewide basis.

Mr. Howard commended the Governing Board in its selection of Dr. Lee R. Winters of Lafayette as his successor, declaring that "no finer choice could have been made–I am most pleased."

The Board approved a resolution in support of Proposition 2 which called for a $65 million junior college construction bond issue.

JULY 1, 1968 - JUNE 30, 1969

BOARD MEMBERS
William Baldwin
Glenn Clemetson
George Gordon
William Kretzmer
Dr. Lee Winters

August 7, 1968

There was presented an agreement with the Regents of the University of California for coordination of the dental hygiene program of the District. This agreement provides that the District will pay $7,500.00 per year for services of the University of California. On motion of Mr. Kretzmer, seconded by Dr. Winters, the matter was opened for discussion. Following a lengthy discussion concerning the justification of these charges as a burden upon Contra Costa County taxpayers, a vote was taken. Mr. Gordon, Mr. Kretzmer and Dr. Winters voted "yes" on the agreement on the condition that a letter of protest be sent to Governor Reagan with copies to the Board of Regents of the University of California, to our Legislators, and to the Contra Costa Dental Association. Mr. Clemetson voted "no," stating that while he was in no way opposed to the program, nor all the work done by Dr. Winters and the Administration, he felt the persons responsible should not think this has the unanimous support of the Governing Board. Mr. Baldwin was absent.

The President and Secretary were authorized to execute the agreement with the Regents of the University of California.

The Board adopted a resolution of an "Assurance of Compliance" and authorization to apply for a College Housing Loan with the Department of Housing and Urban Development Regulations under Title VI of the Civil Rights Act of 1964. This done, they authorized application for a College Housing Loan of $218,000 for the Student Activities addition.

September 11

There was much painstaking exploration by the Board of the question raised by C. Staubach and R. Norton, DVC instructors, regarding the faculty's required attendance at commencement exercises.

October 9

The Board appointed Bond Counsel, Orrick, Harrington, Rawley & Sutcliffe, to act as counsel for revenue bonds required to finance the CCC Student Activity addition.

The Board approved of a Joint Powers Authority Financing for a combined County-District Building. The President of the Governing Board was authorized to sign a Memorandum of Understanding between the CCJC District and Contra Costa County. (This is now the George R. Gordon Educational Center in Martinez.)

December 11

Board Report 33-B dealt with the planning of the new East College. The first go-ahead was given to the architects to develop schematic outline drawings of facilities, based upon revised educational specifications, preliminary drawings and specifications, and working drawings and specifications. Facilities are to be planned to accommodate an enrollment of approximately 2,000 full-time equivalent day-students.

Board Report 33-D dealt with planning of a District Education Center in cooperation with the County.

The go-ahead was given to the architects for schematics, preliminary plans and specifications and working drawings.

Bartle-Wells Associates were appointed as Financial Consultant for District Education Center.

Orrick, Herrington, Rawley and Sutcliffe were appointed as Bond Counsel for the District Education Center.

February 5

The Board employed Sidney S. Lippow Company to be the District's negotiator for a site for the Educational Center.

May 14

The Board approved the Exercise of Eminent Domain for four pieces of property for the Educational Center.

Robert L. Wynn was employed as President of Contra Costa College effective July 1, 1969. Dr. Wynne previously held the position of Dean of Student Personnel at Laney College in the Peralta Community College District.

The following administrative personnel were employed for school year 1969-1970, in accordance with the provisions of the Administrative Salary Schedule:

Name	Title	Location
Bate, Marjorie	Director of Instructional Services	CCC
Mims, Leroy	Director of Special Programs	CCC

June 18

Raymond S. Dondero, former President of CCC, was appointed to the position of Assistant to the Superintendent-Instruction and Personnel.

John I. Carhart, Registrar DVC, was appointed to the position of Assistant to the Superintendent-Research & Development.

JULY 1, 1969 - JUNE 30, 1970

BOARD MEMBERS William Baldwin
Glenn Clemetson
George Gordon
William Kretzmer
Dr. Lee Winters

November 12

Legal Counsel, Frederick Bold, Jr. was employed to provide legal services regarding the acquisition of properties for the Educational Center.

February 11

The Board authorized purchase of the Avalon Theater for $43,500.00 to be the site for the Educational Center.

The Board approved of the District plan for the California State Community College requirement to engage in Work Experience Plan.

March 25

The Board approved the issuing of Student Union Revenue Bonds of 1969 for Contra Costa College.

The Board approved the sale of the above Bonds for an addition to the Student Activities Center.

May 13

A statement was made by Board President Kretzmer regarding the political and social turmoil occurring on the college campuses. He stated that the Board will continue to be responsive to the educational needs of the students. The college presidents and the faculties were commended for their leadership under very trying conditions.

June 10

The Board adopted a certificated salary schedule for special programs. Such programs are identified as those involving instruction in other than regular junior college day, extended day or community service classes as approved by the Board of Governors of the California Community Colleges. Examples are programs under funding by the Manpower Development Training (MDTA), the Concentrated Employment Program and the Regional Occupational Center.

JULY 1, 1970 - JUNE 30, 1971

BOARD MEMBERS William Baldwin
Glenn Clemetson (resigned June 9, 1971)
George Gordon
William Kretzmer
Dr. Lee Winters

July 1

The Board adopted a resolution which regrets the circumstances which prompted the cancellation of a presentation by a Mr. Charles E. Smith on

May 25, 1970. Mr. Smith, a black member of the John Birch Society, had been scheduled to give a lecture at DVC. The Board adopted the following resolution:

> The Governing Board of the Contra Costa Junior College District regrets the circumstances which prompted the cancellation at Diablo Valley College of a presentation by Mr. Charles E. Smith on May 25. The Board directs the President of Diablo Valley College to work with faculty and students, in keeping with general policy, to assure the open discussion of all issues, the hearing of all viewpoints, and the courteous reception of all speakers who are invited to the colleges to discuss contemporary issues.

July 15 - Supervisor's Chambers

Members of the John Birch Society made presentations attacking the college, its administration, its students (BSU primarily) and the members of the Arts & Lecture Committee for not allowing some balance in their selection of speakers. Because of the controversial nature of this meeting, it was "standing room only."

The Board was impressed enough to read its "Resolution" again and to recognize a shortcoming in judgment.

August 5

Dr. Toth, principal speaker for the John Birch Society, was again on the agenda asking the Board to adopt the John Birch Society resolution re Mr. Smith.

Discussion relative to Toth's statement followed and it reflects the Board's beliefs on Board-Administration relationship, freedom of speech, and an unwillingness to be coerced.

Dr. Wynn introduced M. Alfred Zuniga, instructor at Contra Costa College, who presented Board members with a report of the La Raza Studies which have been initiated at various colleges throughout the state and which will be offered at CCC in the fall. Mr. Zuniga expressed appreciation for the establishing of this department at CCC. He indicated that having the department does not place CCC in the forefront in this area of academic endeavor, but it does place the college among the ranks of the many colleges in California and throughout the Southwest which are doing so. Mr. Zuniga stated that the report was an attempt to bring awareness of the nature and extent of the efforts which are being made in the area of La Raza Studies. He stated that the Board's decision to establish a La Raza Studies Department at CCC leaves a positive impression that the District wishes to make CCC an educational institution which is attempting to respond to the needs of people in the communities it serves.

Dr. Winters requested that Dr. Wynn explain the structure of the La Raza Department.

Dr. Wynn stated that it was an inter-disciplinary department whereby the courses would be offered in the various departments of the College. It will be headed by a department chairman, a faculty member who will have some teaching responsibilities as well as the chairmanship, staffed by two additional staff members counseling and advising as well as teaching, and a number of hourly, part-time instructors to cover the evening courses. The chairman will be directly responsible to the President.

Mr. Baldwin asked if these courses were subject to sufficient enrollment? Dr. Wynn indicated that they hoped to have some flexibility since this was a new program and there is recruitment going on this summer.

On motion of Dr. Winters, seconded by Mr. Gordon, by unanimous vote the Governing Board approved the following junior college classes, provided sufficient attendance develops: Contra Costa College - Art 126; Music 125; Police Science 119; English 101A; Humanities 112; Psychology 142; Social Science 101A; and Social Science 112-113.

September 16

The Board rescinded the original Policy, 3941 on "Political Activities." It was recommended by the Superintendent that a new policy statement be developed consistent with law and the philosophy of the District. (This was done at a later date.)

The Board reaffirmed its policy that all classes will be held as scheduled and that there be no declared recesses for the purpose of participation in political activity.

Board revised ward boundaries for the 261,358 registered voters in Contra Costa County.

November 18

John I. Carhart, Assistant to the Superintendent, appointed President of "East College" to be effective 1 December 1970.

Mario Pezzola, Dean of Instruction at CCC, was appointed Assistant to the Superintendent, Facilities Planning.

Marjorie Bate, Director of Instructional Services, CCC, was appointed Dean of Instruction, CCC.

December 9

The Board adopted the Resolution to Issue CCJC District Revenue Bonds, Series in the amount of 1971 $450,000 to finance additions to and remodeling of DVC Student Center. Mr. John Vande Pol, Financial Consultant, spoke on this subject.

January 13

The Board approved a resolution for a "Feasibility Study to Establish a Criminal Justice Training and Resource Center."

The Board approved a resolution of "Exemption of the District Education Center from the provisions of the Education Code since no classes of instruction will be offered.

March 10

The Board adopted a resolution authorizing Execution of Joint Exercise of Powers Agreement Creating the Contra Costa Education Center Authority and the Joint Exercise of Powers Agreement Between the County of Contra Costa and the Contra Costa Junior College District, creating the Contra Costa Education Center Authority.

June 9

All Board Members made the following generous and appreciative statements to Glenn Clemetson upon his retiring from the Board.

Mr. Kretzmer: Mr. President, Members of the Board, Ladies and Gentlemen. As we gather here this evening, a few thoughts come to mind. This is Mr. Clemetson's last night as a member of this Board. Before we proceed with the meeting, I would just like to say it is my personal pleasure, and I am sure everyone on the Board will agree, to have served with Mr. Clemetson since 1960. Mr. Clemetson came on the Board in 1960 replacing Edgar Dale from Richmond. Mr. Clemetson has served on this Board valiantly and has gone through some difficult periods and grave problems. He has been a staunch member of the Board. No one realizes it more than I since we have been riding back and forth to Board meetings these past eleven years, and we have had many discussions of the results of the meetings on our rides home. I am sorry to see him go—I have enjoyed his company. And, from a more important standpoint, teachers and particularly taxpayers and parents in Ward II have benefitted greatly by his representation. Glenn, on behalf of myself, and I am sure the other Board members join with me, let me say we will miss you. It will take some time for the other young man to function in your chair. Ladies and Gentlemen, I do want to take this opportunity to pay my tribute to a man who has served on this Board, a man dedicated to education. Mrs. Clemetson, a teacher at Beldings School in Richmond, is also retiring this year. Not only is she a good friend and valiant servant to the community, but also a long suffering wife who has spent her life dedicated to education.

Mr. Baldwin: I think on behalf of myself and other Board members it is always difficult to see a friend go. All I can say to you is "God Speed" from all of us.

Mr. Clemetson: Thank you. I thought I would have to say a few words at the close of the meeting, but I am caught unaware by all of this. It is nice to hear someone say I'm going to be missed. I am going to miss everyone on this Board. I think there is one thing I do want to say and that is, I did not choose to run for re-election. And I did want to say this so there would be no misunderstanding along this line. I think the audience is aware that we did redistrict our wards. When that was done, I entered into discussions with the Board and Superintendent. I informed them that I did not intend to rerun for election and this should be taken into consideration, and I stated that changing the boundaries at this time was most logical. Some uninformed people may feel it was a maneuver, but it wasn't. I would appreciate anyone letting their friends know this. I participated fully in the redistricting of the wards and don't want any misunderstanding along this line.

I think I can truly say that all eleven years have been enjoyable—at least the majority of them. I do want to acknowledge everyone that I have been associated with, that I have had the privilege of serving with—there are no better conscientious people. I would like to say I appreciate the many courtesies shown to me and my wife during the years while attending school functions by the Superintendent, Assistant Superintendents, Presidents, Deans, all administrators and others. It is impossible to say 'thank you' to all. I would like to make one last request, primarily directed to the Presidents, that they express my thanks to the faculty and classified staff for the courtesy and consideration extended me.

We have had our difficulties, but I think it is the policy of this Board that no one makes any political speeches. That, I think, is one of the most redeeming things. This Board has traditionally acted very much in unison. We may not agree but we certainly follow the trend that the majority rules.

Fortunately, I am not going to completely divorce myself from this District, since I am going to be serving on the Educational Center Authority Board. This will keep me in contact with you. My wife is retiring this year, but her retirement and my retiring from the Board doesn't lessen my interest in education. I will always feel that the community colleges in this District are one of the greatest assets this County has and will ever have. I say this from the bottom of my heart. I can just say there is one thing I am thankful for as I am leaving this Board, I feel there is no animosity in the District—at least I hope not. I realize the faculty salary schedule is not yet settled, but there is no big thing going.

One thing I was looking forward to while serving on this Board, and I want to be here some evening in the future when the Board takes the final, legal action of changing the name of this District to Contra Costa Community College District. Please notify me when this happens.

All I can say is thanks to administration, faculty, classified staff—secretaries, maintenance men, groundsmen, and eveyrone connected with the college district. We have one great group of people and this District can hold its head high above any other district in the State and outside of the State.

Board meeting adjourned in honor of George Gordon being named to serve on the Board of Trustees, Saint Mary's College.

JULY 1, 1971 - JUNE 30, 1972

BOARD MEMBERS
William Baldwin
Coleman Fannin
George Gordon
William Kretzmer
Dr. Lee Winters

July 1

Approval of Demolition and Construction Bid for Education Center to F.B. Lathrop Construction Company for $1,768,000.00

Coleman Fannin, an attorney from Richmond, replaces Glenn Clemetson as Board Member.

Board recommends that Superintendent set guidelines to circumvent Superintendent's involvement in negotiating with faculty and administration on salaries and fringe benefits.

August 4

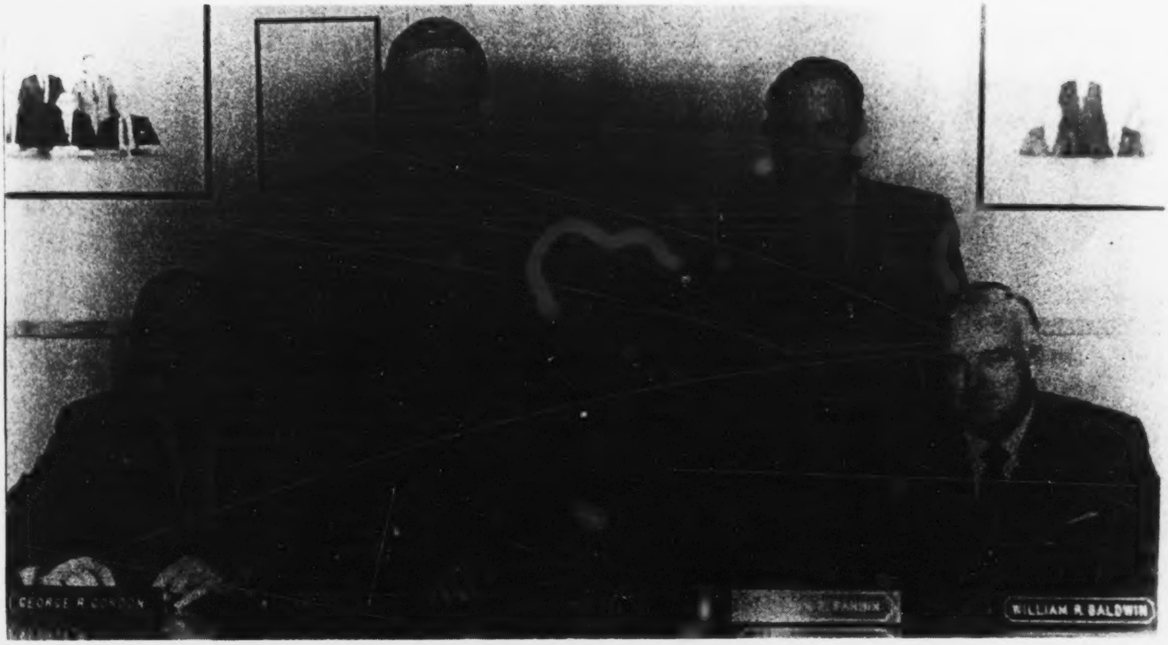
Presentation by United Council of Spanish Speaking Organizations, Inc.:

Members of the United Council of Spanish Speaking Organizations, Inc. discussed with Board members their concerns regarding the Chicano Studies Department and program at Contra Costa College.

Presenting an overview of the problems American-Mexicans are facing were: Eugene Hill, Executive Secretary for United Council of Spanish Speaking Organizations; Mary Viramontes, a former work-study student at Contra Costa College; Gonzalo Rucobo, a former student at CCC; Esther May; Ramon Velasquez; Primo Ruiz; and John Coker.

Concern was expressed for the need to expand the Chicano Studies Department to provide more assistance for Chicano students. Mr. Hill requested a meeting to study the budget.

The Board indicated they relied upon their administrative staff, teachers and citizens to provide them with information to assist in making decisions, and if the Chicano community had suggestions the Board would appreciate receiving documented information for them to consider.


GEORGE R. GORDON
FANNIN
WILLIAM R. BALDWIN

THE GOVERNING BOARD
1971 - 1972

PRESIDENT DR. ROBERT WYNNE

Contra Costa College
1969 - 1977

Art Students - CCC

September 22

The Board authorized the calling for bids for the college complex at East College with an estimate of $7,912,000 given by the architects.

October 13

The Board approved of an agreement with Veterans' Administration Hospital for CCC students receiving field experience in Radiology Technology.

The Board authorized agreement to continue the Distribution Industries Training Program. Dick Felter, a successful retired businessman first employed as a consultant at CCC to coordinate a program called Regional Occupational Center Distribution Industries Training Program, was asked to coordinate this program.

November 10

Board approved the naming of the East College as Los Medanos College.

December 8

The Board approved a resolution to change the name of Contra Costa Junior College District to "Contra Costa Community College District." A leader in the movement to change the "junior" to "community" and former Board Member, Glenn Clemetson, attended this meeting.

The first request was made, among many to come, to name January 15 Martin Luther King Day as an official holiday and the same for May 19, Malcolm X Day. Kretzmer moved approval, seconded by Fannin. Request denied 3-2.

January 12

There occurred another discussion regarding the Martin Luther King, Jr. holiday (Malcolm X request was dropped). This time faculty of both colleges supported the students. Again the motion by Kretzmer and seconded by Fannin was defeated 3-2.

March 8

Board Report No. 50-B - Resolution Ordering School Bond Election to be held on June 6, 1972; Bond Amount: $18,750,000; Not Exceeding 7% Interest.

Mr. Drexel, addressing Board members and guests, indicated he would like to make some comments regarding the recommendation to adopt a resolution ordering a school bond election.

Mr. Drexel: I would like to review the history of prior bond elections, the current issue, proposed projects and the recommendation. In 1965 the District was required to identify its needs through the 10-Year Master Plan, and this it did with the assistance of consultants. At that time plans were for construction and completion of four campuses, and the amount of the bond was 55 million. A 62.3% vote was received—a clear majority, but not enough for passage since a 2/3rds majority was needed. Subsequently the program was pared to 49 million and submitted again to the voters in 1966 and 1967, and resulted in 62.9% and 53%, respectively.

Following the defeat of the bond proposals, the District, and community colleges generally, were fortunate to receive State and Federal funds to undertake a $35 million construction program. The timely passage of the Junior College Construction Act in 1967 provided these funds by allowing junior college districts to levy override taxes for those projects listed in the Master Plan and approved by the State. Our override tax has added to the property tax 3.9¢ in 1969-70, 10.2¢ in 1970-71, and 19.7¢ in 1971-72. For 1972-73, it is anticipated that the override tax will be 22.7¢, primarily for Los Medanos College.

To complete the original building program (and we will review all projects with you) and because of construction cost escalation, we can anticipate it costing at least $25 million. This can be reduced to $18,750 million because of anticipated State and Federal support.

Since this program covers the next five years, the question is whether to continue to rely on current property tax revenues through the override, which means high rates in the next five years, or to extend the costs to future users over a 20-year period, which would require an average 4.4¢ bond retirement tax rate, much less than required if the override method is applied.

The projects being considered are: Diablo Valley College - Art Building, equipping the Art Building, remodeling of the Physical Science Building and Life Science Building, Little Theater Addition, Technical Education remodeling, Science Annex, Observatory, landscaping and field areas and Arboretum; Contra Costa College - Natural Science Building Addition, Applied Arts Building, equipping the Applied Arts Building, Little Theater and equipping the Little Theater, Locker Building Additions, Classroom-Administration Building and Utility Development; Los Medanos College - roads, parking and utilities, equiping the College Complex, Site Development, Phase III, P.E. Complex, P.E. Fields and Pool, equipping the P.E. Complex, landscaping and recreation facilities; Site purchase for a fourth Campus in the San Ramon-Danville area. (This, since suitable sites are rapidly disappearing.)

We are recommending that this bond proposal be submitted to the voters at the June 6 primary election. A special election would cost the District approximately $65,000, but by going with the primary election it will only cost the District about $15,000. And if successful, next year's tax rate for construction would be reduced approximately 6¢.

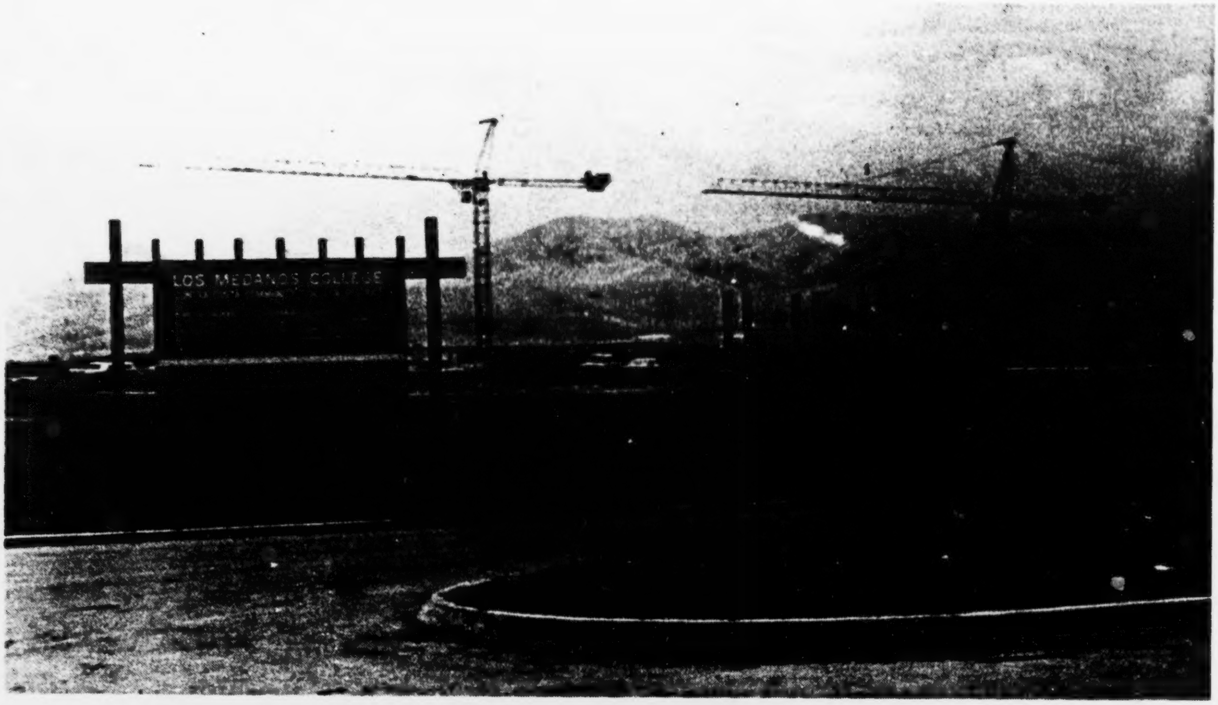
It is my recommendation that the Governing Board approve Board Report 50-B. The taxpayers should have the option of guiding the Board in its capital outlay expenditures.

At this point, Dr. Winters asked for opinions from Board members. Mr. Gordon indicated he believed this proposal is a must and the District should try for a bond issue. Other Board members concurred with Mr. Gordon, particularly since prior bond issues required an overwhelming majority of votes—although not enough votes to permit passage. Further, it was believed to be advantageous to the taxpayers to spread the tax rate over a long period of time so people using the district's facilities in the future would share in the costs.

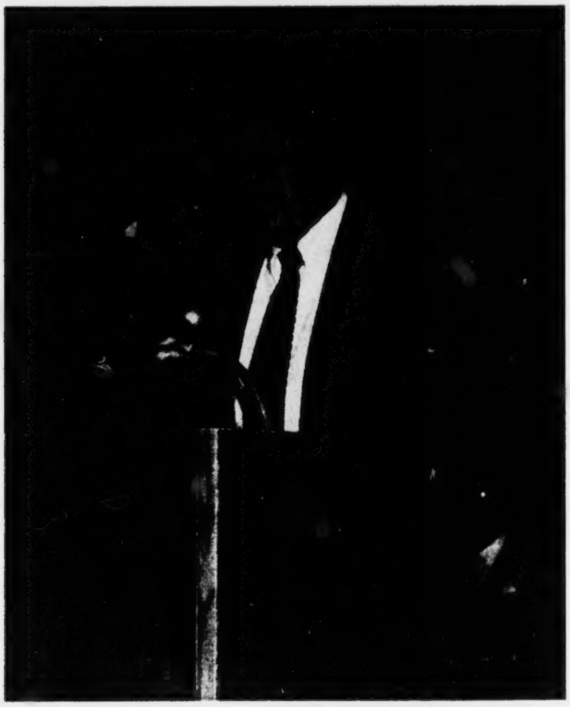
Mr. Fannin moved that Waiver of Provisions, Paragraph 31 of Board Rules and Regulations be approved and that the attached Resolution Ordering a Bond Election on June 6, 1972, requesting authorization for the sale of $18,750,000 in bonds, not exceeding 7% interest, be approved and that the members of the Governing Board execute the same.

The motion was passed by Mr. Gordon and by the following roll call vote: Dr. Winters - Aye; Mr. Gordon - Aye; Mr. Kretzmer - Aye; Mr. Baldwin - Aye and Mr. Fannin - Aye, the motion carried.

The Governing Board further authorized and directed the Superintendent to submit to the County Superintendent of Schools a request that the bond election, to be held on June 6, 1972, be consolidated with the Consolidated Primary Election to be held on June 6.



The Los Medanos College Site - 1973
On what was once Camp Stoneman, the Army's embarking point to the South Pacific. In 1945 it was the Army's separation center.



PRESIDENT JOHN I. CARHART
Los Medanos College
1970 - 1984

There was another discussion regarding the Martin Luther King, Jr. holiday. Motion made by Kretzmer and seconded by Fannin to declare January 15 a holiday in honor of M. L. King, Jr. for Contra Costa College only. Motion defeated again 3-2.

March 29 - Special Meeting

The Board approved a Bond Proposal Statement for School Bond Measure, June 6, 1972.

Ballot Argument for School Bond Measure

> The Contra Costa Community College District last fall accommodated 21,000 day and evening students.
>
> In order to meet this demand it was necessary to resort to override taxes for the construction of new and replacement facilities over a period of several years. It received more than $7 million in State and federal funds in the process.
>
> This job of construction and replacement is not yet finished. To complete it will cost an estimated $25.5 million--made up of $18.7 million in bonds and an additional estimated $6.7 million in state and federal allocations.
>
> Override taxes, unfortunately, have climbed in pace with inflation, peaking this year at 22.7 cents per $100 assessed valuation.
>
> In the opinion of the college district Governing Board, this is an inequitable burden to be borne only by present taxpayers, particularly since the facilities now being built and others on the drawing board will serve the entire Contra Costa community for decades to come.
>
> Approval of this bond proposal will reduce construction override taxes this year by 6 cents. Further reductions will follow, resulting in an average construction (or bond redemption) tax rate of 4.4 cents over the 20-year life of the bonds. New taxpayers of the future will pay their fair share--property tax relief for themselves as well as those of the present.
>
> But it is present taxpayers who are being given the choice and it is their decision to make.
>
> In broad terms and round figures this bond money, along with State and federal grants that will not otherwise be made available, will be allocated as follows:
>
> Diablo Valley College, Pleasant Hill, $4.4 million; Contra Costa College, San Pablo-Richmond, $10.7 million; Los Medanos College, Pittsburg-Antioch, $7.4 million; site acquisition in Danville-Alamo-San Ramon area, $3 million.

May 10

Dr. Charles Collins was employed as Dean of Social/Behavioral Studies and Related Occupations. President Kretzmer stated that he believed the District was very fortunate in being able to employ Dr. Collins as Dean. He stated that Dr. Collins is "certainly one of the outstanding people in the junior college field."

John Kelly was appointed as acting President at DVC during the fall term when Dr. Niland was on sabbatical.

Dr. LeRoy Mims was appointed Dean of Student Services at CCC--term to begin July 1, 1972. Dr. Mims was congratulated by President Kretzmer.

A position statement was made by Karl Drexel and Board regarding faculty-administrator relationship.

New Administrative Positions, 1972-73: The President recognized Wendell Taylor, DVC Faculty Senate President, who stated he had forwarded a letter to members of the Governing Board requesting postponement of Board action on the proposed position and job description of Associate Director of Library Services until such time as the faculty of both campuses, particularly the librarians, had an opportunity to become involved. The request, he said, had the unanimous endorsement of the DVC Senate Council, the librarians of DVC, and the Chairman of the Counseling, Health Services, and Library Division. He introduced the three librarians from Diablo Valley College (Joanne Richter, Roland Richter and Joe Sexton) and the Chairman of the Counseling, Health Services and Library Division (Vincent Custodio). Mr. Taylor said they are concerned with the procedure that was followed or not followed–that there was no faculty involvement nor participation by the librarians. Teachers, he remarked, cannot assume the professional role without becoming involved in changes affecting them. The librarians had not seen the job description for this position until Mr. Taylor had shown it to them on Monday, the 8th. He indicated there was a parallel situation relative to the dental programs at Diablo Valley College, but that matter had been resolved internally. Mr. Taylor continued by saying that the creation of any administrative position has campus-wide as well as district-wide implications and should be discussed through proper channels. He said his request of May 1 for postponement of the matter directed to the Superintendent had been denied. Again, on May 3, a request by the DVC Senate Council had also been denied.

Dr. Winters said it was his understanding that the librarians were made aware of the possible change last March 15 and questioned why the librarians were just now approaching the Faculty Senate. In addition, he asked what was the specific complaint.

Mrs. Richter said that about March 20 they were informed about the change and were requested not to talk about it unless they were asked a direct question. She indicated that Mr. Murray had known about the decision and announced it to them because of their involvement in summer session. She said they had no complaints but were concerned about the process.

Mr. Gordon remarked that this was a request by the Faculty Senate but the librarians were the people involved–there appeared to be no complaint, yet the librarians were objecting.

Mr. Taylor said they were objecting to the fact that there had been no involvement by the faculty or even discussion of the desirability of the change. He stated no attempt had been made to make the fact public--that there was some kind of secrecy involved.

Mr. Kretzmer pointed out that the administrative recommendations indicated minimal costs involved in making this little title change, more favorable benefits to the public, and no detriment to the individuals involved. And, in view of the fact that only benefits are being discussed and no one has suggested there may be some detriment involved, this was an administrative-type decision and did not call for faculty involvement.

Mr. Taylor said he believed there was wide-spread misunderstanding about the degree of involvement on the part of faculty members, and those on the inside recognize and know that the important work being done is being done by faculty members. He stated they are taking on those obligations because they are professionals. The ability to function as professionals is a critical point. The degree that the faculty is willing to work for the district, for the students and for the college means heavy involvement.

Mr. Kretzmer commented he believed the Governing Board had always treated the faculty, students and staff as professionals.

Mr. Drexel said he was certain no one in the audience would doubt the fact that his feelings were the same as Mr. Taylor's in the development of policy. He said he abhorred the word "secrecy." This request was received and discussed as to the best interest of the individuals and the students. The job itself was not changed, only the title. He indicated Mr. Horner and Mr. Murray would be doing the same kinds of things they are now doing. Further, it had not occurred to him that this was a matter to take to the Faculty Senate—a job description for a man who had been serving this District for 22 years. The position of Associate Director of Library Services, the lowest administrative classification in the Tadlock Study, does not carry the same responsibilities as other administrative classifications. In addition, Mr. Drexel continued, changes in classifications are not sent to the Faculty Senate for involvement. He further remarked that, during his administration, issues of major concern that had to do with district relationship to the faculty have involved the faculty. Somewhere, he said, someone has to make a decision as to what goes to the Senate Council, and in his estimation he is the person or the President in concert with the Faculty Senate. He said he hadn't thought about the matter until it was brought to his attention recently and was suggesting that there are times when administration must make a decision, and if they don't have the concurrence of the faculty then they are in trouble. It was his estimation that as they moved along on this matter, there was no decision for secrecy and no attempt for faculty involvement since this was not the province of the Librarians or Faculty Senate to make this kind of a decision—it was the responsibility of administration based on experience.

Members of the Governing Board concurred that this was an administrative matter and did not call for faculty involvement.

On motion of Mr. Kretzmer, seconded by Mr. Fannin, by unanimous vote the Governing Board approved the following new administrative positions, effective July 1, 1972:

Position Title			
Dean of Social/Behavioral Studies and Related Occupations	III	\$22,776-\$25,260	LMC
Associate Director of Dental Programs	I	\$20,134-\$22,366	DVC
Associate Director of Library Services	I	\$20,134-\$22,366	CCC
Associate Director of Library Services	I	\$20,134-\$22,366	DVC

At this point, Mr. Drexel informed members of the Governing Board that a recommendation naming Tom Murray, Diablo Valley College, and John Horner, Contra Costa College, as Associate Directors of Library Services would be forwarded to them for their action at the June 14 meeting.

June 14

The Board approved New, Revised and Abolished Administrative Positions for 1972-73.

New position - Director of Learning Resources.
Revised positions - Asst. to Supt. for Development
to: Asst. Supt. for Instruction and Personnel (Dondero)
Asst. to Supt. for Facilities Planning
to: Asst. Supt. for Business and Facilities (Pezzola)
Abolished position of Asst. Supt. of Finance (C. Franzen)
[Carl Franzen resigned to return to teaching at DVC.]

The Board agreed to meet in next calendar year at least once on each of the three campuses, or in case of LMC in Pittsburg, the site still to be determined.

The Board approved New and Revised Rules and Regulations of the Governing Board.

Discussion regarding the loss of the third bond issue—a majority again, but not the required 66 2/3%.

JULY 1, 1972 - JUNE 30, 1973

BOARD MEMBERS
William Baldwin
Coleman Fannin (resigned December 20, 1972)
George Gordon
William Kretzmer
William Moses (elected to replace Mr. Fannin, April 1973)
Dr. Lee Winters

July 12

The Board approved Revised and New Board Policies to reflect present and future needs of the District.

Clare Luiselli was appointed "District Fiscal Services Officer."

A presentation was made regarding the establishment of Child Care Center to be used as a laboratory for students in Family Life Education at Los Medanos College.

August 2

Budget presentation with complete overview. A Mr. John E. Shaw addressed the Board complaining about the cost of educating a student in CCC District —maintaining that it cost more than Stanford. Rejoinder to be found in Board comments regarding the validity, shows allegations and then gave the purpose of Community Colleges.

The Board approved the first Policy on "Evaluation and Improvement of Instruction—Certicated Employees."

The Board approved resolution in support of the 1972 Community College Construction Bond Act—to be voted on November 7, 1972.

The Board rescinded Board Policy 3111 dealing with the "Employment of Family Members."

October 11

The Board adopted a resolution opposing State Proposition 14, Watson Tax Initiative.

Another petition by Black Students Union commemorating holidays for M.L. King, Jr. and Malcolm X. The Board reaffirmed previous position - denied. Audience walked out in protest.

November 8

Board adopted interim procedures for evaluation of tenured faculty because of faculty concerned with legal issues.

Presentations were made by Associated Students of DVC on the following issues: (a) Parameters of student government, (b) Children Unlimited request for Child Care Center, (c) Martin Luther King, Jr. holiday at DVC, (d) Student government at LMC. (DVC students did not agree with the LMC plan for student participation.)

December 20

Mr. Kretzmer moved that the Board accept Coleman Fannin's letter of resignation with regrets and wish him well. He pointed out this was a great honor for Mr. Fannin to be selected by the Governor to serve as a Superior Court Judge, and this also reflected well upon the Board.

Dr. Winters seconded the motion reluctantly and went on to say he was sorry to see the District lose a man of the caliber of Mr. Fannin.

Mr. Drexel read a portion of Mr. Fannin's letter of resignation whereby Mr. Fannin had requested that his appreciation for their help, guidance and friendship be extended to the Board, to administration, and to faculty and staff.

Since a Board can no longer appoint a replacement, they elected to continue with a four man Board until the April 1973 election.

January 17

New administrative positions approved:

- Associate Dean of Nursing
- Professional Development Facilitator

The Board decided to discontinue Board meetings on college campuses and to hold all meetings in Martinez.

February 14

The Board approved new positions for LMC:

- Dean of Humanistic Studies and Related Occupations
- Dean of Scientific Studies and Related Occupations
- Dean of Social and Economic Studies and Related Occupations

March 14

The Board approved the following administrative appointments for LMC:

- Chester Case - Professional Development Facilitator
- Ricardo Ontiveros - Social & Econ. Studies, Dean
- Arlene Simonds - Scientific Studies, Dean

New administrative position for District, Director of Planning and Development, was approved by the Board.

The Board adjourned the meeting in memory of Mario Pezzola, Assistant Superintendent for Business-Facilities, who died March 8 of a brain tumor.

April 25

The Board approved Agreement No. 586 with Professor Leland L. Medsker for the Three Year Evaluation Research on the LMC Internship Model, (Internship Model for the Induction and Professional Development of LMC staff members).

The Board identified management positions as required by the Winton Act.

The Board approved Instructor Evaluation Procedures for CCC on a one year trial basis.

[Because the Contra Costa Education Center was named the George R. Gordon Center, these minutes of the Contra Costa Education Center Authority Board are included here.]

MINUTES OF THE
CONTRA COSTA EDUCATION CENTER AUTHORITY BOARD

Special Meeting

Time:	May 23, 1973
Place:	Board Room Contra Costa Community College District 517 Court Street Martinez, California
Presiding Officer:	Raymond P. Chapot, President

Roll Call

Present:	Raymond P. Chapot, President Inheritance Appraiser and Insurance Broker
	Thomas J. Coll, Vice President Member of the Contra Costa County Board of Supervisors
	Glenn L. Clemetson, Secretary Former Member of the Contra Costa Community College District's Governing Board
Absent:	None

Those present constituted a quorum.

Also present were staff members and guests: Karl O. Drexel; Scott W. Gordon; Ed Gordon; Lucy Gordon; Al Dias; William Baldwin; John Carhart; Barbara Carhart; Esther Clemetson; Clare Luiselli; Harold Hayashi; Elvin Cometta; Ruth Roberts; Liz Drexel; Betty Niland; Harold K. Harroun; William Kretzmer; Lee Winters; Ray Dondero; George Gordon; Tom Watrous; Vonnie Dondero; Betty Boggess; Kay Moriarty; James Kenny; Allan DeFraga; Jack Waltz; George Archinal, Information Officer; Doris J. Peck, Recording Secretary.

President Chapot called the special meeting to order at 5:28 p.m.

[After calling the meeting to order and after taking care of routine business, President Chapot called upon Secretary Clemetson to make the announcement "Naming of the Education Center Building."]

Naming of Education Center Building

As George Gordon and Karl Drexel arrived for the meeting, Glenn Clemetson addressed the Board stating, "At this time I would like to make some statements to lead up to this matter of naming of the building. I would like to address the audience, also, and take notice that the Chairman of the Board of Supervisors, Alfred Dias, is present.

"I would like to go back several years, and the remarks I am going to make are centered around one individual. I would like to go back to the 30's. The man I am speaking about is a man who has been interested in education and has given his time to education throughout the years. This man has been an instructor, having taught at the Longfellow Junior High School in Richmond while attending school at night studying for the law profession. He is a graduate of Saint Mary's College and has consistently moved along over the past 26-27 years. This gentleman was primarily one of several interested in establishing a junior college district in this county. Fortunately for all of us, for the District, for the community, a junior college district was created for this county and this gentleman was appointed to the first board of the district. Since that time he has served continuously on that board.

"During that time he has seen the facilities of this district grow from a haphazard state—Shipyard 3 where college classes were held in Maritime buildings not intended for classrooms, classes in makeshift places here in Martinez (an elementary school building which had been condemned, fortunately for us no earthquakes occurred)—to a beautiful campus at Contra Costa College; a second campus established in Pleasant Hill, Diablo Valley College; and a third campus near Pittsburg, Los Medanos College, scheduled to open within the next year.

"This man has spent many hours working on these projects without remuneration. I would like to say to this man's family I believe the district owes a great deal of thanks to you for sharing his time with the community. I am sure it has caused his wife to wonder if he should continue on.

"That brings us up to the present time. In addition to the number of hours spent by this gentleman on behalf of the district and in higher education, he is a past president of the Contra Costa School Boards Association, he is an honorary life member of the California Parents and Teachers Association, and recently, in 1971, became a Saint Mary's regent and has served as president of that board. Where this man finds the time to give to the community, I don't know. In addition to serving his community, he also served his country in World War II.

"Mr. Chapot, Mr. Coll, the motion I am about to make I respectfully ask the honor of making. I make a motion that the Education Center across the street be named 'The George R. Gordon Education Center' in honor of this man."

Mr. Coll seconded the motion and stated, "May I say that I can think of no other person in this county deserving of more credit and recognition for his devotion to education than George Gordon. I have known George for many years, as a personal friend, as an alumni of Saint Mary's. I know from personal experience what this college district means to this county and the community. Two of my children have attended college here, and it is not surprising to learn that at any time in the field of higher education when you mention the Contra Costa Community College District and its accreditation, it is immediately accepted. This is a great tribute to George and to Karl Drexel who has been behind the scene for many years and has been involved in building this district to what it is today.

"Sincerely, many hours of your time has been devoted to this district. And behind you, George, is your wife, Lucy, who has allowed you to take the time to become so involved in developing this district and working in the field of education. A great deal of thanks goes to you, Lucy, and your family. Any person who spends as much time as you have can't do it on a part-time basis, it is really a full-time job. I am sure you have never wanted to put your family in a secondary position, but to do a first class job such as you have done, George, you have had to put your family in this position."

By unanimous vote, the Education Authority Center Board approved the motion to name the Education Center "The George R. Gordon Education Center."

Mr. Chapot in paying tribute to Mr. Gordon stated, "If there is one man in Contra Costa County that deserves recognition for his many levels of achievement, it is George Gordon. It gives me great personal satisfaction, George, to recognize your services to this district and to the county." Mr. Chapot presented a picture of The George R. Gordon Education Center to Mr. Gordon.

Mr. Gordon thanked the Board members and stated, "It's the first time in my life that I'm at a loss for words. Actually, I'm not quite as important or strong as you have made me out to be. I have tried to assist the district to the point it now is. If it benefits the people of Contra Costa County, that is my reward. I am pleased to accept this honor, although I feel I don't deserve it. Over the years I have been advising against the system of naming buildings after people, and it has been against Board policy to do so. Now, my back is against the wall."

Mr. Clemetson interrupted Mr. Gordon to remind him that the building is not owned by the Contra Costa Community College District.

Mr. Gordon went on to say, "Many times I have been opposed to naming buildings after individuals. This is indeed an honor and I accept this honor and want to thank the members of this Board for the action taken and everyone present here this afternoon. I particularly want to thank my wife and family." At this point Mr. Gordon introduced his wife and sons, Scott and Ed.

Supervisor Dias, in addressing the Board and Mr. Gordon, stated, "As Chairman of the Board of Supervisors, I officially approve of the action taken by the Education Center Authority Board." He then introduced Mrs. Kay Moriarty, First Lady of District Three; Mrs. Betty Boggess, First Lady of District Four; and Supervisor James Kenny of District One. Mr. Dias went on to say, "George, I think it is a tremendous honor to have a building named after you, particularly while you are still here. And, on behalf of the Board of Supervisors, and because you so deserve this, I would like to present this to you." (Mr. Dias presented a plaque of the Seal of Contra Costa County engraved with the following, "To George R. Gordon, For Outstanding Service in Education."

Mr. Gordon accepted the plaque and expressed his thanks to representatives of the Board of Supervisors and their wives. He stated he was overwhelmed with this tribute and that "perhaps I was there at the right time and fortunately got involved with the development of the junior college system. I am really appreciative of this plaque and will place it in a prominent place in my office."

Mr. Coll suggested that Lucy Gordon might wish to make a few remarks. To which Mrs. Gordon responded with, "It couldn't happen to a nicer man."

Mr. Drexel then introduced members of the Contra Costa Community College District Board, William Kretzmer, William Baldwin and Lee Winters. He announced that a reception was being held at the home of Mr. and Mrs. Waltz immediately following adjournment of the meeting.

Adjournment

There being no further business before the Board, the meeting was adjourned at 6:04 p.m.

Respectfully submitted,

/s/Glenn L. Clemetson
Secretary

Contra Costa Community College District Offices
Architects Cometta-Cianfici Drawing of the
GEORGE R. GORDON CENTER

The Naming of the George R. Gordon Center
Karl Drexel, Superintendent; William Niland, DVC President; Board Member George Gordon; John Carhart, LMC President; Robert Wynne, CCC President.

June 6

Newly elected William P. Moses, an attorney from Richmond, seated as new Board Member replacing Coleman Fannin.

The first educational offerings by LMC approved by the Board.

Robert Pence, representing the Contra Costa College Chapter of the American Federation of Teachers, presented William Kretzmer the following citation:

> "For his steadfast commitment to Academic Freedom, For his courageous opposition to outside threats to that Freedom, For his wholehearted support for faculty independence, The Contra Costa College Federation of Teachers, AFT Local 1754, thanks William K. Kretzmer for his long distinguished service on the Governing Board. No one has contributed more to the growth of an effective college."

More -

> "...In the 1950's the country was beset with terror, fear and growing injustice, and this District was not immune to all of this. There were dismissals of staff and many thought this was not justified. Even before Watergate there was a suggestion that classrooms should be bugged. It is my belief that Bill Kretzmer brought some measure of sanity and justice and restructure to this District, and, Bill, we thank you."

June 27

President Gordon called the special meeting to order at 7:37 p.m.

Prior to conducting the business before the Board, Mr. Kretzmer addressed the Board and audience by stating, "I would like to make a short statement. This is the last time for me to serve on the Governing Board of the Contra Costa Community College District, and I would like to pay individual tribute to my fellow board members. I have never served on any board that I have enjoyed as much as this one--and I have served on all kinds of boards. I would like to pay special tribute to the current members and past members with whom I have served over the past 14 years. I have never been aware of anything that has been said that I could take exception to--nothing political, social or economical. I think these gentlemen should be given tribute and I shall do that right now. I find it really sad to depart from this Board after 14 years, but 14 years is enough. The decision not to rerun was an individual one. I do want to tell you--Board members, administration, faculty and staff--that I have enjoyed every moment and to thank you for your cooperation. Believe me, you guys have been great."

In response Mr. Gordon said, "I certainly appreciate your comments, Bill. On behalf of the Board members, and myself personally, thank you very much for a tremendous job over a period of 14 years--a period which had many, many problems. During this time the leadership you and other Board members and college administration gave provided many fine solutions. I'm sure that I speak for all the Board members when I say that I concur with your statement that this is one of the finest boards I have ever served on. Thank you, Bill, and we do wish you great success."

Mr. Baldwin stated, "I have enjoyed serving with you, Bill, and we will miss you."

Dr. Winters remarked, "It will never be the same."

Mr. Moses stated, "It is very obvious that if you had to make a decision tonight, Bill, you probably wouldn't retire from this Board. I am looking forward to what you have told me about this Board."

Mr. Kretzmer thanked the Board members and stated, "If at any time in the future I can be of assistance, please call upon me."

JULY 1, 1973 - JUNE 30, 1974

BOARD MEMBERS	William Baldwin Lloyd Farr George Gordon William Moses Dr. Lee Winters

July 2

Rev. Lloyd Farr, a former CCC student and a minister, was welcomed as the elected replacement for Glenn Clemetson who chose not to run for election.

July 11

The Board had differences of opinion over the employment of Cesar Chavez and a Mr. Bradley as speakers and so withheld action until the next Board meeting.

The first group of Kellogg Fellows were named.

[On June 4, 1973 the Governing Board sought the opinion of the County Counsel as to whether or not the Board could require that students from certain high schools, who wished to attend a Contra Costa Community College, must attend Los Medanos College. In his letter to County Counsel, John B. Clausen, Superintendent Drexel wrote:

> "We firmly believe that unless we can guarantee a certain number of students to attend LMC in its first year, we may court fiscal disaster. We would hope that your opinion substantiate the position of our Governing Board, namely, that we can require attendance at LMC of those graduates of certain high schools whose residence is in the LMC service area. Obviously we will make an exception for any student who desires a program at DVC or CCC that is not offered at LMC."

In his concluding opinion on July 6, 1973, Deputy County Counsel Silvano Marchessi wrote:

> "We conclude that the District may create such attendance zones for its three community colleges and exclude the district's pupils from attending any but the designated college."

Upon this advice, the Governing Board did take the rather historic action to require students, minors and adults, who lived in the service area of the following high schools, and who wished to attend one of Contra Costa County Community Colleges, to attend Los Medanos College. Those high schools were: Liberty Union High School, Antioch High School, Pittsburg High School, Clayton Valley High School, and Concord High School.

This "zoning" policy was rescinded after two years because LMC's reputation for excellent education was firmly established and the District no longer needed such a requirement.]

September 12

President Baldwin opened the meeting at 7:48 p.m. by welcoming everyone to the first Board meeting in the new George K. Gordon Education Center. He expressed the Board's pleasure in the new facilities and hoped that the public would also be delighted with the building.

[Because the new East College (LMC) campus was not ready for occupancy, the college opened as a separate entity on the DVC campus in September 1973.]

The Board approved an agreement to employ Professor Leland L. Medsker as the evaluator for the Induction and Professional Development of College Staff Members.

The above was the result of a grant proposal written for the W.K. Kellog Foundation by Dr. Charles Collins, Dean of Social Behavioral Studies and Related Occupations, LMC. The project amounted to $250,000 for a three year program to provide new teachers with inservice training and professional development, with the idea to provide staff opportunities for minority and women candidates and to update them and get them started appropriately in a professional career.

October 10

The Black Students Union made presentation to the Board requesting the November Board meeting be held at CCC and that the birthdays of Martin Luther King and Malcolm X be set aside as District holidays. The Board refused both requests.

There was another follow-up report on DVC's Instructor Evaluation Procedures. The Board accepted it.

November 14

The Board approved an agreement with the Consortium for Community College Broadcast Television at an annual cost of $12,000 with an evaluation of the program for future participation.

There was another presentation by the BSU for a holiday in recognition of Martin Luther King and Malcolm X. This was supported by DVC and CCC Faculty Senates. Again the vote was defeated on a 3-2 vote.

December 12

Mr. Gordon addressed the Board and audience by stating, "Since there is no letter requesting retirement with this Board Report, perhaps the Superintendent is not serious about retiring and we can talk him out of it."

In response Mr. Drexel said, "As I indicated earlier, I just want to reiterate to you what I have said to the faculty and staff. That is, because of the energy crisis I want to save my energy for the crisis. I just want to express my deep felt love for all of you, the faculty, staff and students. I didn't write a letter because I just didn't know how to say all I feel. I feel very fortunate that I was able to work with the faculty, classified staff and students for so many, many years and I am the one person who gained the most from all of these associations. I believe the decision to retire now is the right thing. I will miss everyone very, very much. Please accept my retirement request."

In paying special tribute to Mr. Drexel, Mr. Gordon said, "I personally hate to see you leave this District. You are a very beautiful part of it all. You have made a tremendous effort over the years and have been responsible for much of the development that has taken place and I want to personally thank you for doing the job. I hate to see you go, but I don't blame you. I hope you retirement is a happy one."

Dr. Winters said, "I feel your leaving us is a loss to the District, the students, the faculty, the classified staff, and a loss to me personally. While I accept your resignation, I don't want to agree with it."

Mr. Farr said, "I want you to know that you personally have brought a lot of excitement--my phone hasn't stopped ringing since your retirement was announced. I personally hope you enjoy your retirement and whatever it may bring to you. I hate to have you leaving us. I'm a new Board member just getting my feet on the ground and I need an experienced hand such as yours. But as Gene Corr says, 'Every great coach has to come to the end of his coaching time.' I hope your retirement is a happy one."

Mr. Moses said, "Since we are involved in one law suit already, I don't see why we shouldn't refuse this retirement request and get involved in two law suits. Seriously, I do hope you enjoy your retirement and God Speed."

Wendell Taylor, President of Faculty Senates Coordinating Council, said, "The faculty expresses these same feelings. We have a very unique Superintendent retiring--a very, very special type of person. We will miss you. We wish you a happy retirement."

Cliff Odom, Associated Students Controller, Diablo Valley College, said, "I would like to express to you, on behalf of the students, appreciation for your cooperation with students and student government. You are a fair man and a good man to work with."

Mrs. Wray Parr, member of the classified staff, Diablo Valley College, said, "Thank you, Mr. Drexel, for everything you have done for us. We are going to miss you more than you will ever know."

January 16

Dr. Leland Medsker employed as consultant to chair a Search group to seek a replacement for Superintendent Drexel.

February 13

Dr. Norman Watson, Chancellor Orange Coast Community College District, approved to assist Dr. Medsker in Superintendent search.

The Board approved a resolution supporting Assembly Bill 2776 which would establish a Martin Luther King, Jr. holiday.

The Board heard a presentation from Dave Levy, Attorney, on behalf of the Martinez Historical Society for saving the Borland home (1005 Escobar).

Representatives of the students made an appeal to the Board for equal representation on the Advisory Committee on the search for Superintendent. Board approved, unanimously, for one student and one classified from each college to serve on the Advisory Committee.

March 13

The position of Associate Director of Cooperative Vocational Education was approved for all three colleges.

March 27

Dr. Harry Buttimer was appointed Chancellor of the District. Dr. Buttimer was appointed President of San Francisco City College in 1970. Prior to that he had served as an instructor and Dean at CCSF and as an Associate Professor of Business at Cal State University at Hayward.

At this special Board meeting, President Baldwin announced that this meeting was called to discuss personnel matters.

Mr. George Gordon, addressing the Board and audience, said, "With great pleasure I would like a motion to appoint Dr. Harry Buttimer as Superintendent of this District to succeed our good friend, Karl Drexel, effective July 1, 1974."

Mr. Lloyd Farr seconded the motion, and by unanimous vote of the Governing Board, Dr. Buttimer was appointed Superintendent of the Contra Costa Community College District.

President Baldwin, on behalf of the Board members, thanked the Selection Advisory Committee, saying, "I personally want to thank everyone on the Committee--administrators, faculty, classified staff and students--for making our job very, very easy this time. I am sure the Board joins me in extending my thanks to each and every one of you." He then addressed Dr. Buttimer. "Dr. Buttimer, on behalf of the Board, we welcome you. You will be filling a very big pair of shoes and I am sure with everyone's assistance you can do the job and we will have a cohesive district and three colleges."

Mr. Gordon stated, "Before Dr. Buttimer can say anything, I would like to make a motion that we change the title of Superintendent to Chancellor of the Contra Costa Community College District."

The motion was seconded by Dr. Winters, and by unanimous vote of the Governing Board the title was changed to Chancellor.

Dr. Buttimer then addressed the Board and audience saying, I want to express my appreciation to everyone in this room with whom I have come in contact for their confidence in me. This is a tremendous opportunity. This District has an excellent reputation and I am delighted to be associated with it. This day has been a very unsettling one for me--I have spent the day communicating with my staff about leaving after a period of nearly a quarter of a century. I'm sure you know how strongly I feel about coming here. There can be no comparison with Karl Drexel for he is leaving a legacy, and I would hope to continue that legacy as I work with the District in the future. Thank you very much, I am delighted to be with you."

Mr. Gordon paid special tribute to Karl Drexel saying, "I think all of you tonight know how much Karl has done over the past nine years for the District and before that for Diablo Valley College. Harry has expressed in one word what we feel, that you have left us with a legacy." Mr. Gordon went on to thank the Selection Advisory Committee for "the beautiful job" they had done. He said, "I am sure the District will be happy with the selection of Dr. Buttimer."

Mr. Farr thanked the Selection Advisory Committee for an "excellent job and they deserve a pat on the back." He went on to say, "I also want to thank my colleagues. It takes men with an open mind to get something like this done. Our minds are still open and we are still trying. I think we have something to be proud of. I am going to ask the audience to give the Board a hand. Thank you very much."

Mrs. Helen Harris, Co-chairman of the Selection Advisory Committee, thanked the Board and said, "I think you have made a very good decision in using a Selection Advisory Committee. We are proud and appreciative of this opportunity, and I think the Committee deserves a hand."

Dr. Winters, in addressing his remarks to the Commitee, said, "This was an opportunity to expand a concept or destroy it. The Committee has been a pioneering group and they have performed very well. They were very concise and firm about their recommendation. My thanks to you for your sincere efforts and cooperation."

Mr. Moses said, "Welcome aboard, Harry, and congratulations!"

Mr. Rich Wilbanks, President of DVC Faculty Senate, expressed his thanks to the Board for the confidence the Board had expressed in the staff saying, "This is a kind of an extension of yourselves that is appreciated."

President Baldwin extended the Board's thanks to the consultants and Committee saying, "You have made our job so much easier. Congratulations!"

April 17

A Registered Nursing program was approved for LMC.

June 12

Boundaries of the 5 Wards were revised. Total population in Contra Costa County, 555,805.

New graduation requirements were approved by the Board. PE will be required for 74-75, and beginning with the school year 75-76 degree-seeking students must take at least 2 courses in PE.

June 26

Mr. Gordon addressing the Board and audience said, "I would like to have the pleasure of moving for adoption of a resolution conferring upon Karl O. Drexel the honorary title of Chancellor Emeritus." The motion was seconded by Mr. Moses, and by the following roll call vote: Dr. Winters, Aye; Mr. Moses, Aye; Mr. Farr, Aye; Mr. Gordon, Aye; Mr. Baldwin, Absent; the Governing Board adopted the following resolution:

WHEREAS: Dr. Karl O. Drexel launched his career with the Contra Costa Community College District in 1950 as Assistant Dean of Student Activities at Contra Costa College,

WHEREAS: In 1952 he rose to the position of Dean of Student Personnel at Diablo Valley College,

WHEREAS: Four years later he was elevated to the office of President at Diablo Valley College,

WHEREAS: In 1964 he ascended to the post of Superintendent,

WHEREAS: His service to the students, staff and Governing Board has been exemplary and in accordance with the highest standards of excellence in the teaching profession,

THEREFORE BE IT RESOLVED:

That this Board confer upon Dr. Karl O. Drexel the honorary title of Chancellor Emeritus.

PASSED AND ADOPTED this 16th day of June 1974 by the following vote of the Board: Ayes: Dr. Winters, Mr. Farr, Mr. Gordon, Mr. Moses
Noes: None
Absent: Mr. Baldwin

Following this Mr. Gordon presented two books to Mr. Drexel and said, "These two books were compiled by members of your staff and serve as a beautiful memento of your experiences with the District for the period of

1950-1974. I think you will have something to be proud of. Special thanks should be given to Clare and others on the staff for putting this together. I am very pleased to present this to you on behalf of all the members of this Board and staff."

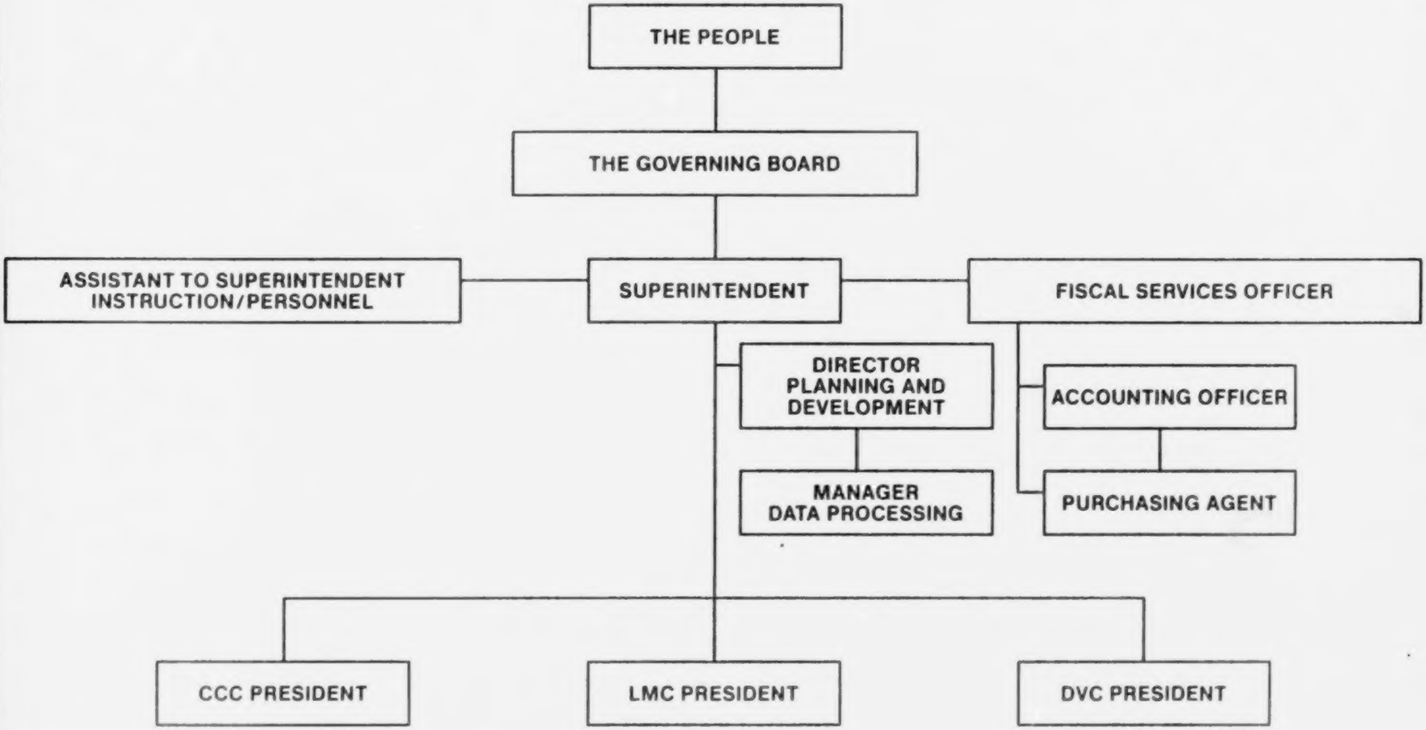
Mr. Drexel expressed his thanks and said, "As I have said before, I feel I have been fortunate to have been with the District for so many years and working with so many great people. I am appreciative that I have had this association for twenty-five years. I can't help but feel ambivalent--I have the same feeling that most people have about retirement. I shall miss all of you very much. I know the District is going to fare very well with the present Board, staff and new Chancellor. Thank you very much for tonight--I do appreciate it very, very much."

The First Twenty-five Years

Mr. Gordon expressed his thanks to Mr. Drexel for his written comments, *The First Twenty-five Years,* to the Governing Board and staff concerning the future of the District and reviewing the past twenty-five years. He said, "Karl, I enjoyed reading this very much and I thank you for bringing this District along to the position it now holds. I appreciate the statement you gave to us--it is a beautiful expression fo your services with us over these many years."

CONTRA COSTA COMMUNITY COLLEGE DISTRICT - 1974

DISTRICT ADMINISTRATIVE SERVICES


THE PEOPLE
THE GOVERNING BOARD
ASSISTANT TO SUPERINTENDENT INSTRUCTION/PERSONNEL
SUPERINTENDENT
FISCAL SERVICES OFFICER
DIRECTOR PLANNING AND DEVELOPMENT
ACCOUNTING OFFICER
MANAGER DATA PROCESSING
PURCHASING AGENT
CCC PRESIDENT
LMC PRESIDENT
DVC PRESIDENT

THE PERIOD 1974 - 1984

In brief:

After the growth spurt of the 1960's and early 1970's, the Board anticipated a more steady state in enrollments, collective bargaining in staff contracts, and the possibility of over-commitment and need for fiscal retrenchment. The Board members wisely selected Harry Buttimer as the new superintendent to cope with these problems. The passage of Proposition #13 necessitated severe budgetary cut-backs, downward trends in enrollment and reduced curricular offerings. Fiscal concerns dominated the period 1978-1985 and continue to loom large as the State uses its power of the purse to make its role in community college governance more central. Chancellor Buttimer was the Board's loyal and effective servant in achieving financial stability without too severe or inhumane damage to the staff or to the colleges' educational programs.

HIGHLIGHTS OF BOARD ACTIONS DURING THE HARRY BUTTIMER CHANCELLORSHIP
(1974 - 1984)

- Dr. Buttimer's first Board meeting. Dr. Winters elected President - July 1, 1974.
- The official budget was adopted, $42,386,503 - July 17, 1974.
- Lease of 1005 Escobar at Martinez (the original Administrative Offices and Board Room) to City of Martinez - December 11, 1974.
- The Board revised Board Policy 6141 Intercollegiate Athletics and also authorized offering courses via T.V. - August 6, 1975.
- Sunne McPeak appointed to investigate the feasibility of establishing a home care program - October 15, 1975.
- The Board approved the FIVE YEAR CONSTRUCTION PLAN - November 12, 1975.
- The Chancellor was appointed employer-representative in matters dealing with collective bargaining. - May 12, 1976.
- First discussions regarding collective bargaining. - May 12, 1976.
- The Board recognized the United Faculty of CCCC District as exclusive representative of the faculty. - May 24, 1976.
- The Board adopted a revised policy dealing with Certificates of Achievements. - July 7, 1976.
- The Board approved a policy that determines the "Order of Employment of First Year Contract Certificated Employees" - September 15, 1976.
- The Board approved a resolution authorizing courses to be taught as a Coordinated Instruction System - October 13, 1976.
- The Board approved LMC's coordinated effort with the Kellogg Foundation to present programs at two sites on staff development - December 15, 1976.
- Board member George Gordon resigned; Eugene Ross was elected to replace him. - April 13, 1977.
- The Board adopted a resolution authorizing the entry into a joint powers agreement with other school districts to provide workers compensation insurance through self insurance. - May 11, 1977.
- The Viking Foundation/Child Care Center, DVC approved. - May 11, 1977.
- The Board appointed Dr. H. Rex Craig as President of CCC effective July 1, 1977 - June 8, 1977.

- Dr. Robert Wynn's request for reassignment to the position of counselor at DVC. - July 6, 1977.
- Division Chairpersons at CCC approved. - January 11, 1978.
- First major actions taken as a result of the passing of the Jarvis-Gann Initiative, Proposition 13. - June 19, 1978.
- Board approved Proposition 13 Emergency Resolution. - June 28, 1978.
- First student, Robert Griffith, DVC, seated as a non voting member of the Board. - July 19, 1978.
- President's recommendation regarding management cuts. - October 4, 1978.
- Construction bids for the Little Theatre Complex at CCC approved. - November 21, 1978.
- The Board adopted the College Calendar with a holiday celebrating Martin Luther King's Birthday. - January 10, 1979.
- The first major reassignment of management positions approved by the Board. - February 14, 1979.
- Dr. Buttimer announced no dismissal notices will be sent to faculty as a result of Proposition 13. - March 7, 1979.
- The first comprehensive review of programs and services. - March 12, 1980.
- The Board authorized the participation in a joint powers agreement with other community colleges to participate in group insurance. - June 11, 1980.
- The Board approved the new Board Policy 7141, Standards of Scholarship. - November 12, 1980.
- Ethnic Heritage Program at LMC. - February 11, 1981.
- The Board approved a contractual agreement with County Schools office to establish a regional data processing center. - April 8, 1981.
- Ray Dondero resigned as Vice Chancellor for Personnel Services. - December 9, 1981.
- Revision of Ward boundaries. - March 10, 1982.
- Dr. Rex Craig resigned as President of CCC. - June 9, 1982.
- The Board rescinded Ray Dondero's resignation and appointed him to the Presidency of CCC. - June 9, 1982.
- The Board approved first student parking fees. - June 9, 1982.

- The Board approved the establishment of the College Police Departments. - September 7, 1982.
- Retirements of John Kelly, Dean of Instruction (DVC); Verle Henstrand, Dean of Student Personnel (DVC); and Tom Hogan, Police Services Officer (DVC). - November 10, 1982.
- Dean Lesher Scholarship Fund established. - December 8, 1982.
- C. Terry Shoaf appointed Dean of Student Services (DVC) and Charles Sapper appointed Dean of Instruction (DVC). - May 11, 1983.
- Public hearing of the Official Budget, Fiscal Year 1983-84. - September 7, 1983.
- Ray Dondero and William Niland, Presidents of CCC and DVC, announced their retirements effective June 30, 1984. - November 9, 1983.
- The Board approved the revised Board Policy 3007, "Philosophy and Requirements for Associate Degree and General Education." - January 11, 1984.
- Presentation on Flexible Calendar by Faculty Senates Coordinating Council. - February 15, 1984.
- Special meeting adjourned to Executive Session wherein Dr. Buttimer informed the Board that he was going into the hospital for surgery on a brain tumor. - February 29, 1984.
- Dr. Phyllis Wiedman appointed President of DVC. - March 7, 1984.
- Because of the terminal nature of Dr. Buttimer's illness, the Governing Board asked former Superintendent, Karl Drexel, to serve as Acting Chancellor. He was appointed to this position on April 11, 1984 and served until John Carhart was appointed.
- Dr. Doreen K. Rose appointed President of CCC. - May 9, 1984.
- The Board adopted resolutions for retiring Presidents Ray Dondero and William Niland. - June 6, 1984.
- The Board approved the new Board Policy on Academic Freedom. - June 6, 1984.
- The Board adopted a Resolution in Memory of Dr. Harry Buttimer, 1923 - September 28, 1984. - October 3, 1984.
- James R. Austin appointed Director of Personnel Services and Employee Relations. - October 3, 1984.
- John I. Carhart, President of Los Medanos College, was appointed Chancellor of the Contra Costa Community College District. - November 7, 1984.

JULY 1, 1974 - JUNE 30, 1975

BOARD MEMBERS William Baldwin
Lloyd Farr
George Gordon
William Moses
Dr. Lee Winters

July 1

Harry Buttimer's first Board meeting. In this organizational meeting Lee Winters was elected President.

July 17

The official budget was adopted.
Total Expenditures, Reserve and Ending Balance $42,386,503

October 9

Dr. Leland Medsker and Dr. Paul Heist, both from the Center for Higher Education, UCB, were employed as consultants for the Kellogg Program at LMC.

November 13

Karl Drexel was employed as a consultant to the LMC's Kellogg Program and General Education Program as an evaluator, consultant and interviewer.

Art Dull presented LMC's first statement of "Procedures for Evaluation for Retention." The Board approved.

DVC students requested that an omsbudsman be appointed to serve students.

November 25 - Special Meeting

There was a discussion of a district-wide uniform evaluation system for certificated employees.

A three hour discussion, free wheeling, dealt with this subject. Faculty representatives from DVC opened the meeting by asking the Board five questions and at the end they closed the meeting by stating that "the meeting had been very productive, a very worthwhile one, and some guidelines for handling the evaluation process have been established."

December 11

The Board leased 1005 Escobar Street (the site of the original Administration Offices and Board Room) to the City of Martinez for 5 years with an option to renew for an additional 5 years. The City is to provide the District with 12 parking spaces in exchange for rental of property.

There was a discussion of a proposed health care facility at CCC. A committee was set up to look into Board questions and report back by 22 January.

A lengthy discussion of *The DVC Enquirer* was initiated. There had been threatened a recall of student body officers after the *Enquirer's* funds had been reduced. The Board asked the president of ASU and their advisors to meet and review the structure of the AS government and its constitution.

WILLIAM R. BALDWIN
LLOYD FARR

CHANCELLOR HARRY BUTTIMER AND
THE GOVERNING BOARD
1974 - 1977

DR. HARRY BUTTIMER
CHANCELLOR
1974 - 1984

January 22

Glenn Clemetson was appointed to a four year term as District Representative to Contra Costa Education Center Authority Board effective 1 January 1975.

The Board approved "Procedures for Evaluation of Administrators" for LMC.

There was another lengthy discussion of health care facilities at CCC.

February 19

The Preschool Coordinating Council, Inc. at LMC had approved its plan to provide child care services.

Dr. Leland Medsker was employed as a consultant for the evaluation of the Program to Influence Cultural Diversity and Develop World View in the General Education Curriculum at LMC.

Tom Murray, DVC Librarian and first certificated employee hired by the Governing Board, announced his retirement as of June 27, 1975.

February 25

William Baldwin was re-appointed to Board. Since no one else had declared for the position, he is to serve a four-year term from April 1, 1975.

March 12

Board Policy 4121, "Reduction of Certificated Employee Annual Workload." 3-1 vote; 1 no, Winter; 1 absent, Gordon.

April 9

Dean Verle Henstrand was appointed Trustee for all Student Body Funds at DVC, the appointment to continue until a duly constituted student organization can assume the responsibilities and duties set forth in Div. 9, Chapter I, Article 5 of the Education Code.

May 14

Dr. John Lombardi and Dr. Walter Coultas, A Joint Venture, employed as consultants to the District Counsel for US District Court Action No. C-75 - 0337 RFP--to prepare studies and evaluations for the office of the County Counsel in connection with Crofts v. Board of Governors. Crofts has instituted a suit against the District. His claim is that his dismissal by President Wynne was racially motivated. Crofts is Mexican-American.

June 11

The Board approved on a 3-2 vote a new educational program at CCC--Bilingual Studies.

June 25

There was more discussion, led by Dean Mims, on establishment of a Health Clinic at CCC.

JULY 1, 1975 - JUNE 30, 1976

BOARD MEMBERS William Baldwin
Lloyd Farr
George Gordon
William Moses
Dr. Lee Winters

August 6

Dr. Buttimer indicated the budget this year totaled $40.3 million compared to $42.3 million last year. This represents a decrease in the tax rate of 7.2¢ from last year, with the tax rate being set at 73.3¢.

The Board revised Board Policy 6141, Intercollegiate Athletics, to allow students attending one college to participate in a sport at another of the District's colleges if the college of attendance does not field a team in that sport.

The Board approved a resolution authorizing the offering of courses via television--This is a first.

September 17

The Board approved the DVC request to dismantle the Aviation Program. W. Baldwin questions the sale of Link Trainers and the elimination of the program.

There was held another lengthy discussion relative to the contract with the Neighborhood Youth Corps, DVC, on the employment of an enabler (a sort of social worker under Social Welfare Dept.) to be paid for by the District. At President Niland's request, the matter was tabled.

The position of Associate Director of Continuing Education at CCC was filled by a temporary appointment--an U.C.B. administrative intern under a contract with Professional Personnel Leasing, Inc., a John Dunn organization.

November 12

A lengthy, probing and interesting discussion was held involving priorities, value judgments and legal commitments regarding the FIVE YEAR CONSTRUCTION PLAN.

December 10

A lengthy discussion was held on the DVC experimental Study Skills Program. William Harlan, Instructor, pointed out this was the first time such a program has been offered and it was extremely successful, involving some 400 DVC and high school students working together over a period of time.

There was a lengthy discussion of the pros and cons of the current sabbatical leave policy. The faculty requested the raising of percentages of those permitted to take sabbatical leave. The Board stayed with the existing policy.

January 14

The Board approved the first agreements to provide Vocational Rehabilitation Counseling Services in cooperation with the California State Dept. of Vocational Rehabilitation for DVC/CCC.

The faculty, through the Coordinating Council and Sabbatical Leave Committee, encouraged the Board to agree to an informal discussion of the subject of sabbatical leaves. Dr. Buttimer endorsed idea - time and place to be determined.

Dental Assisting Program at CCC received full accreditation.

March 10

The DVC parents representing the Developmental Childrens' Center proposed a permanent site on the DVC campus. They expressed the wish to be included in the five year construction plan in order to move out of the Therapy Center. The matter was referred to the administration.

April 7

There was a reaffirmation of the identification of "Management" and "Confidential" positions under the Rodda Act occurred over the protests of the Faculty Senate Coordination Council because they weren't considered in the process. The Board indicated that this was the law and really didn't have to go before any District body, let alone the faculty!

May 5 - Special Meeting on Sabbatical Leaves

This meeting was dedicated to "show and tell." There were presentations by the faculty of the benefits of sabbatical leaves to the educational program. The Board members made suggestions as to how such programs could profit both the community and the colleges educational programs.

May 12

The Board designated the Chancellor as employer-representative in matters dealing with collective bargaining under provisions of the regulations of the Educational Employment Board.

For the "umpteenth" time the Board raised questions about the cost of employment of lecturers. They believed that the present guidelines were too loose. It was believed by the Board that a high priority should be given to a study session with administration on this matter.

The Board authorized the District to participate in the Regional Adult and Vocational Education Council of Contra Costa County. This participation was highly touted by Dr. Buttimer. The purpose of the council would be to review all adult education and vocational programs in the county. The object here is to submit a delineation-of-function agreement to State Superintendent of Schools, California Post Secondary Education Council, and Board of Governors of CCC's.

The DVC Trusteeship of Verle Henstrand over the Associated Students funds was dissolved after presentations by all concerned established that the ASC is now a viable concern--duly constituted, etc.

The "Division Chairpersons Level" was added to "Management."

The identification of the functions of "Supervising" positions was clarified.

Discussion of Collective Bargaining Developments

Dr. Buttimer informed Board members he would like to have Mr. Dondero give a report on collective bargaining developments.

Mr. Dondero said that under SB160 the District has received requests for recognition from one certificated organization and three classified organizations. Following this, notices of the petitions were posted. On May 4 a letter was sent to the Educational Relations Board indicating that the unit defined by the United Public Employees Local 390 did not appear to be appropriate and recommended that an election be held between the other two classified organizations (California School Employees Association and United Classified Employees of Contra Costa Community College District) be held to determine exclusive representation. A copy of this letter was sent to the three classified organizations. No intervention notice, he said, has been filed against the United Faculty Organization. He remarked that the next step is to await word from PERB.

Mr. Glenn Davidson, President of the United Faculty Organization, and Mr. John Shumway, Secretary, addressed the Governing Board. They indicated the formation of the UFO was an attempt to maintain the good relationships the faculty have had in the past with the Board. There appeared to be overwhelming support from the faculty for representation by the UFO. It is the intent of the faculty organization to meet and begin negotiations with the Board on salary and fringe benefits in the same manner as in the past. It is hoped the same goodwill will be maintained, even though the UFO is not a national or state organization. Mr. Shumway indicated the faculty was united and again expressed the desire for maintaining a good relationship with the Board.

May 24 - Special Meeting

Board approved Board Report 56-B which recognizes the United Faculty of the Contra Costa CC District as the exclusive representative of the classroom teachers of the CCCCD. John Shumway signed as the "Representative, UFO," and Harry Buttimer, "Employer Representative, CCCCD."

Consideration of the Request for Recognition of the United Faculty Organization. Dr. Buttimer, in addressing the Board, indicated that time did not allow for a recommendation to be forwarded to Board members at the time of receipt of the Board agenda. In filing the petition for recognition, he said, the United Faculty Organization presented evidence supporting the petition which included these listings: (1) individuals who have authorized withholding of dues from their salaries, (2) individuals who have paid their dues in advance, and (3) individuals who have filed signature cards indicating their desire to join the UFO. He went on to say these listings were checked for authenticity by the Payroll Department personnel for withholding of dues and verification of signatures and employment. The petition for recognition claimed the support of 551 individuals. However, the petition was filed prior to the designation of management and supervisory positions by the Board. As a result of the verification made by the Payroll Department, 42 individuals who signed the petition are serving in management or supervisory positions. This, then, reduced the number to 509 individuals signing the petition and represents 52.53% of the 969 contract and extended day faculty.

Dr. Buttimer pointed out that under the regulations of the Educational Employment Relations Board, the Governing Board must inform the regional office of PERB whether the employer (1) doubts the appropriateness of the Unit; (2) contests the majority support of the organization; and (3) whether any employee organization has filed an intervention notice; and (4) if an election for representation is desired. He said he was recommending that the Governing Board not doubt the appropriateness of the Unit, not contest the showing of majority support, and not call for a representation election. He informed the Governing Board that no employee organization had filed an intervention notice during the 15 work day posting period.

Mr. Gordon asked how the action to be taken would affect those individuals who are in management and supervisory positions. Dr. Buttimer indicated prior to preparing his recommendation he had met with Mr. John Shumway to discuss the district's position on the petition and what procedure had taken place in reviewing the petition. As a result of this meeting, Mr. Shumway as representative for the UFO and Dr. Buttimer as the employer representative agreed to the reduction of the number of individuals who were included in the original petition.

On motion of Mr. Gordon, seconded by Mr. Moses, by unanimous vote, the Governing Board recognized voluntarily the United Faculty of the Contra Costa Community College District as the exclusive representative of the classroom teachers of the CCCCD in accordance with the conditions set forth in the request for recognition and the statement signed by the representatives of the organization and the employer dated May 21, 1976.

June 23

The Board approved an agreement with Chabot College for the use of their Dental Hygiene facilities while DVC's facilities were being renovated.

A "Conflict-of-Interest Code" of the CCCC District was adopted and made an official part of the Board's Rules and Regulations.

JULY 1, 1976 - JUNE 30, 1977

BOARD MEMBERS William Baldwin
Lloyd Farr
George Gordon (resigned on March 9, 1977)
William Moses
Eugene Ross (elected as George Gordon's replacement)
Dr. Lee Winters

July 7

[For a description of the breadth of occupational-vocational curricula in the awards for the Certificate of Achievement, see revised Board Policy 6211 (page 71).]

September 15

There was a discussion regarding faculty members being paid for being a "College Fellow," lecturer, consultant, etc. during the day(s) when they are being paid for their teaching and/or counseling assignments. Vote 3 for, 1 no, 1 abstention (see pages 175-176).

Board Report No. 14-K - Order of Employment of First Year Contract Certificated Employees. This is the first listing of faculty in order of employment--pursuant to Ed. Code Section 13263. The order determination was made by the District's auditor Linton L. Emerson, Jr., CPA.

There was another lengthy discussion regarding honorariums for speakers, etc. The Board was addressing the Board Policy. Dr. Winters made this comment - "I feel rather strongly that we are in education and not in the entertainment field. We are not in a culturally deprived area. We have the opera, symphony, plays, Concord Pavilion within a short distance. We should not be competing with rock bands, jazz groups unless they are tied into some educational program and benefit the education program."

Later it was the consensus of the Board members that maximum honorarium for non-faculty shall not exceed $500 per day for an individual.

October 13

The Board authorized the District to offer courses in television, computer-assisted instruction, automated audio-visual systems and/or programmed learning materials which can be taught as a coordinated instruction system.

December 15

As a result of a coordinated effort by the LMC staff and the Kellogg Foundation, a model staff development was created. This program was presented at Kellogg West, Pomona College in January 1977 and later at a second site, the Marriott Hotel in Santa Clara. Invitees were community college educators throughout the west.

At this meeting the Board recognized the LMC achievements in staff development and approved their participation in the above program.

February 9

A clear and comprehensive statement was made on financial aid available to students.

March 9

Lloyd Farr, President, turned over the gavel to George Gordon, the CCCC District Board's first President to preside over his last Board meeting before retiring.

Mr. Gordon's Closing Statement

Mr. Gordon said, "I note that we have arrived at the end of the formal part of our Governing Board meeting. I would like to say a few words before we adjourn into executive session. As was pointed out, this will probably be the last meeting which I will attend unless the Chancellor calls a special meeting and I doubt that he will do so. I just want to say it has been a real pleasure for me to serve on this Board for these many years. I have watched the District grow from nothing to what it is today. As I sit in this beautiful room...I am especially pleased that this building bears my name. I didn't ask for that but I certainly appreciate it. I have only tried to do a job. This District is one of the finest districts not only in California but in the United States. We have been on a pay-as-you-go basis since the inception of the District, but despite this we have developed three fine campuses, three fine faculties, and brought up a great administration. I am really happy for every little bit that I have contributed in making this District one of the finest. I want to thank all the members of the Board, the faculty, the administration, the classified staff, the chancellor, and students for making my tenure very rewarding. Thank you very much."

[George Gordon has just completed 28½ years of service to community college education in the County of Contra Costa. A a former teacher, as an attorney, as a long and highly respected citizen of this county and as a former leader in County and State Trustees (Education) Associations, George Gordon provided wisdom, leadership and devotion which, when combined with the many fine attributes of his fellow Board members, contributed to the eminence of the Contra Costa Community College District and to its three colleges.]

April 13

Eugene Ross, a real estate broker in Martinez, was elected and was seated as George Gordon's replacement on the Governing Board.

May 11

The Board adopted a resolution authorizing the entry into a joint powers agreement with other school districts to provide workers' compensation insurance coverage through self insurance. The agreement is published in these Board minutes.

The Board authorized the Chancellor to execute the Delineation of Function Agreement regarding the offering of adult and vocational education courses with secondary and unified districts, regional occupational programs and centers in the Contra Costa Regional Adult and Vocational Education Council. The agreement is in accord with the requirements of Chapter 13, Title 5, California Administrative Code (Sect. 11610-11631).

Dr. Buttimer informed Board members these four reports all refer to a proposal developed in cooperation with The Viking Foundation for the construction of a Day Care Center building on the DVC campus. It is through the Viking Foundation that the building can be constructed, but action by this Governing Board must be taken on approving the Board of Directors of the Foundation and Memorandum of Understanding for Financing before the Foundation can proceed. The Viking Foundation will obtain a loan for financing the construction and the Associated Students will provide $50,000 for the down payment. The District will obtain State approvals and bid the project, with the Foundation awarding the contract and the District providing inspection services. The District will then enter into a lease purchase agreement with the Foundation. Upon the expiration of the lease, the District will be given the title to the building.

On motion of Mr. Farr, seconded by Mr. Ross, by unanimous vote, the Governing Board adopted the Resolution approving a Memorandum of Understanding for Financing the Diablo Valley College Child Care Center Building.

June 8

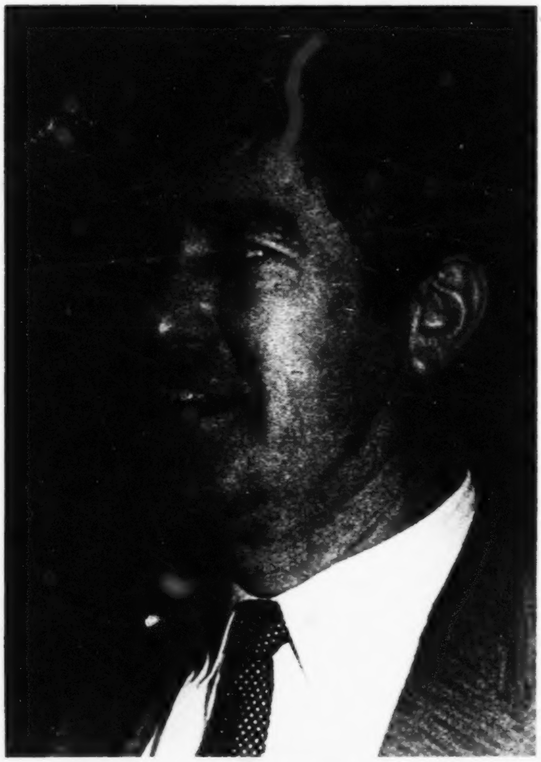
The Governing Board approved the employment of H. Rex Craig as President of Contra Costa College, effective July 1, 1977, at an annual salary of $40,209. [Dr. Craig received his Ph.D. from the University of Georgia. His previous position was the Southwest Campus Director and Dean of the College in the Omaha College District in Omaha, Nebraska.]

Following this, Dr. Winters commended the screening committee for their efforts in recommending applicants for the position of President, Contra Costa College. He said, "I want to personally commend the committee in making the recommendations to the Board."

Mr. Farr concurred with Dr. Winters and said, "In selecting Dr. Craig, we are looking forward to having a good relationship in working out problems at Contra Costa College. I would like all of you to extend a warm welcome to Dr. Craig.

Other Board members concurred.

Contra Costa College



PRESIDENT, DR. REX CRAIG
Contra Costa College
1977 - 1982

JULY 1, 1977 - JUNE 30, 1978

BOARD MEMBERS	William Baldwin Lloyd Farr William Moses Eugene Ross Dr. Lee Winters

July 6

The Board approved the request by Dr. Robert Wynne for reassignment from the Presidency of Contra Costa College to the position of counselor at DVC.

The Board authorized the Chancellor to submit a report on a San Ramon Center for approval to the Board of Governors of the California Community Colleges.

August 3

Dr. Rex Craig, President of Contra Costa College, attended his first Board meeting.

The Board adopted a resolution authorizing the District and the Mt. Diablo Hospital District to enter into a lease/purchase agreement for property located on Golf Club Road, Pleasant Hill (to be another parking lot).

October 17

The Board adopted the revised Board Policy 4121, Reduction of Certificated Employee Annual Workload.

November 16

A first, and rather historic, move was made by the Board when they voted unanimously to approve of a "Consent Decree and Settlement Terms in the Case of Joseph Crofts, et al. vs. Board of Governors of the California Community Colleges, et al."

Mr. Croft was dismissed as Assistant Dean of Students at Contra Costa College in 1974 upon the recommendation of the President, Dr. Wynne. Crofts, a Mexican-American, filed suit against the District et al. on the basis of discrimination.

The Contra Costa College reorganization plan was presented to the Board as an information item. After considerable discussion by faculty members who expressed certain concerns about the plan, President Moses indicated that any who objected to the plan should consider their administrative remedies to be exhausted.

January 11

The Board approved the appointment of the first Division Chairpersons at CCC.

February 15

Dr. Buttimer presented a report on the Jarvis-Gann Initiative. A thorough analysis of the possible effects, assuming passage, on the CCCC District.

April 5

The Board approved a new Board Policy 7151 Course Repetition and Academic Renewal. This policy resulted in greater restrictions on the repeating of courses.

May 10

The Board adopted, by a unanimous vote, a motion made by Rev. Farr and seconded by Mr. Ross to seat one student on the Governing Board as a non-voting member to represent all students in the district. The method of choosing the representative student is to be determined by the student representatives and the Chancellor.

June 19

First major actions taken as a result of the Jarvis-Gann Initiative, Proposition 13:

Board Report No. 61-K - Rescind Tentative Approval of Sabbatical Leave Applications. On motion of Mr. Moses, seconded by Mr. Baldwin, by unanimous vote, the Governing Board rescinded the tentative approval of Sabbatical Leave applications in Board Report No. 48-A, dated March 8, 1978, due to the unavailability of funds in the 1978-79 budget.

Board Report No. 61-L - Reduction in Classified Work Force. On motion of Rev. Farr, seconded by Mr. Baldwin, by unanimous vote, the Governing Board approved the Waiver of Provisions, Paragraph 31, of Board Rules and Regulations, and in accordance with Board Policy No. 5347, approved reductions in the classified work force, effective June 30, 1978.

June 28 - Special Meeting

Board Report No. 64-A - Proposition 13 Emergency Resolution. On motion of Mr. Moses, seconded by Rev. Farr, by unanimous vote, the Governing Board approved the Waiver of Provisions, Paragraph 31, Board Rules and Regulations, and adopted an emergency resolution by the following roll call vote: Dr. Winters - Aye; Moses - Aye; Mr. Ross - Aye; Mr. Baldwin - Aye; and Rev. Farr - Aye:

RESOLUTION DECLARING EMERGENCY BY THE GOVERNING BOARD OF THE CONTRA COSTA COMMUNITY COLLEGE DISTRICT

WHEREAS, the California State Constitution has, through passage by the electorate on June 6, 1978 of the "Jarvis-Gann Tax Initiative Amendment," Proposition 13, been amended; and,

WHEREAS, Appellate and Supreme Court decisions in California have held as prevailing law that an employee may justifiably rely upon, and receive judicial relief for, expectation that their employment for any following year will be no less favorable than those of the present year unless properly and duly notified by action of the Board prior to the beginning of the next school year; and,

WHEREAS, the contract of employment of an employee is automatically renewed from year to year on the same terms unless, prior to renewal, the Board acts to change such terms; and,

WHEREAS, the Board is charged by all applicable law to provide, in public trust, for a smooth and uninterrupted educational program for the students of the District as a paramount duty; and, WHEREAS, the Board, in accordance with available applicable law, believes salary and compensation cannot be altered after June 30, 1978, and, failure to amend, alter, revise, lower, eliminate, or freeze, such items as salary, benefits, and other matters affecting and relating to District costs and expenditures prior to that date and time will not allow the Board to provide the educational program for which it is entrusted; and,

WHEREAS, the necessity of immediate action, therefore, becomes vital--a failure to act becomes a violation of the public and legal charge imposed upon the Board; and,

WHEREAS, the situation is one which is beyond the control of the District--a situation which creates a crisis in the operations of the District and continuation of the educational program; and,

WHEREAS, that these above-recited facts and the implications of each, both singly and together, constitute an emergency for which the Board must provide emergency measures so as to insure to the extent possible and foreseeable the smooth and uninterrupted educational program for the students of the District;

NOW, THEREFORE, BE IT RESOLVED, that this Board declares an emergency to exist in the District; and,

BE IT FURTHER RESOLVED, that:

(1) Salary for the school year 1978-79 for all employees of the District shall be the same as that paid the employee as of June 30, 1978 based on the 1977-78 salary schedules. The 1977-78 salary schedules are hereby adopted by the Governing Board as attached and incorporated herein by reference for fiscal year 1978-79.

(2) Effective July 1, 1978, changes in step increments, class, longevity, or other incremental advances shall not be granted on any salary schedule for the 1978-79 fiscal year.

(3) Effective July 1, 1978 insurance contributions shall be paid by the District for eligible certificated and classified employees, including premium increase costs for 1978-79.

BE IT FURTHER RESOLVED, that this resolution shall be effective at midnight, June 30 - July 1, 1978; and

BE IT FINALLY RESOLVED, that nothing constained in this emergency resolution shall be, nor is it intended in any way to be, in derogation of the rights of the employees of the District to meet and negotiate concerning those matters within the scope of representation and bargaining contained within Chapter 10.7, Title I, Division 4 of the Government Code commencing with Section 3540, and, specifically, in regard to Section 3543.2 thereof.

The Board reaffirms its willingness to negotiate and consult in good faith with recognized employee representatives to reach equitable adjustments of the emergency resolutions hereby adopted, consistent with the District's ability to pay and the requirements of the educational program.

PASSED AND ADOPTED this twenty-eighth day of June, 1978, by the following roll call vote of the Board:

AYES: Messrs. Winters, Moses, Ross, Baldwin and Farr
NOES: None
ABSENT: None

I HEREBY CERTIFY that the foregoing is a true and correct copy of the Resolution approved by the Contra Costa Community College District Governing Board on June 28, 1978.

/s/ Eugene H. Ross
Secretary

By a unanimous vote the Board established regulations and procedures for selection of student representation on the Governing Board. [This is a first!]

On September 30, 1977, the Governor approved Assembly Bill No. 591 which provides for the inclusion of a nonvoting student within the membership of the Governing Board, in addition to the number of members otherwise prescribed. The student selected to serve on the Governing Board shall be enrolled in a community college of the District and must be a resident of the District. The term of the student member shall be one year commencing on July 1 of each year. Under the provisions of the law, the student member shall not be liable for any acts of the Governing Board and shall not be included in determining the vote required to carry any measure before the Board.

For the year commencing July 1, 1978 and each third year thereafter, the nonvoting student member shall be enrolled as a student at Diablo Valley College. Robert Griffith has been selected to serve as the nonvoting student member for the year commencing July 1, 1978.

For the year commencing July 1, 1979 and each third year thereafter, the nonvoting student member shall be enrolled as a student at Los Medanos College.

For the year commencing July 1, 1980 and each third year thereafter, the nonvoting student member shall be enrolled as a student at Contra Costa College.

The nonvoting student member shall be selected by the students at the appropriate college for the term to be served in accordance with procedures established at that college. In the event a nonvoting student member is unable to serve a full term, the vacancy on the Board shall be filled by a student who is enrolled at the same college as the student who does not serve the full term and who is selected in accordance with procedures established at their college.

A Student Trustee Advisory Board will be formed consisting of one student representative each from the three campuses in the District. In the event of the absence of the nonvoting student member from a regular Governing Board meeting, an alternate representative from the Student Trustee Advisory Board will be seated.

JULY 1, 1978 - JUNE 30, 1979

BOARD MEMBERS	William Baldwin Lloyd Farr William Moses Eugene Ross Dr. Lee Winters

July 19

The Board adopted Board Report No. 64-A, June 18, 1978, as follows: "Effective July 1, 1978 changes in step increments, class, longevity or other incremental advances shall not be granted on any salary schedule for the 1978-79 fiscal year."

The purpose of this step was to return to collective bargaining the matter of class and step increments for the 1978-79 year.

[Proposition 13 "spawned" the above!]

September 6

The Board adopted resolution rescinding the above Board Report. PERB ruled that "step and salary increments...regardless of costs...are required by law to be implemented."

October 4

The Board adopted a "Resolution Requesting the State Legislature to Take Early Action on Establishing a Fiscal Support Policy for California Community Colleges."

"Information on Proposal Management Reorganization" - presentations by college presidents on their recommendations regarding management cuts as a result of Proposition 13.

"Overall, 19 positions are recommended for elimination. This figure represents 24% of the positions designated as management by the Governing Board," said Dr. Buttimer.

November 8

The Little Theater Project was first presented September 16 for review of bids with the expectation that at that time the District would be able to make a favorable recommendation. The bids came in over $4.1 million for the project, higher than expected, and the recommendation was to reject the bids with more time being allowed for more input. The reason behind the recommendation to reject the bids was their high costs. Following review of the bids and available funds, Dr. Buttimer said he was again recommending that the bids be rejected and possibly there be a redesigning of the building. Considerable interest on both sides of the issue has been expressed. The question, Dr. Buttimer said, is one of how do you augment the budgeted funds, and at this time he was not prepared to make any recommendation on this.

A lengthy discussion followed of the pros and cons of the merits of the Little Theater despite funding problems.

Mr. Moses moved that the Board not reach a decision at this time but that a special meeting be called for the evening of November 22 to allow more time to consider the matter. The motion was approved.

Dr. Buttimer informed Board members this recommendation was being made under protest but is required by the State as a condition for receipt of State funds and is further evidence of a shift in State Control. Dr. Winters read aloud the 1978-79 Budget Compliance Certification.

On motion of Mr. Moses, seconded by Mr. Baldwin, by unanimous vote, the Governing Board approved the following 1978-79 Budget Compliance Certification:

CERTIFICATION OF COMPLIANCE

> I hereby certify that the 1978-79 Budget of the Contra Costa Community College District contains levels of funding required by Section 19.5 of the 1978-79 State Budget (Chapter 359, Statutes of 1978); provides no cost of living increase pursuant to Section 16280 or 16280.5 of the Government Code, and that no funds received from the advanced apportionment shall be used to support non-credit courses except those provided for in Section 84908 of the Education Code.

/s/ Lee R. Winters
Lee R. Winters, President
Governing Board, Contra Costa
Community College District

/s/ Harry Buttimer
Harry Buttimer, Chancellor
Contra Costa Community College
District

The Board again considered Martin Luther King, Jr. holiday. While they were in favor of establishing the holiday, the administration asked to delay vote until a determination of the college calendar could be made.

November 21

President Winters invited persons with new information on the Little Theater to address the Board.

Dr. Buttimer said that at the last meeting, the Board asked that alternates for financing the construction of the Little Theater be explored. The following options are available: (1) The Board could rebid the project and hope for better bids. (2) Award the contract for (a) $4.1 million, or (b) $3.8 million, or (c) $3.8 million, with instructions to the administrative staff to explore ways of reducing the costs. Elimination of the drama lab would reduce the costs and then the drama lab could be submitted as a project for State funding, which was the case at Diablo Valley College. (3) Reject the bids and authorize the redesigning of the Little Theater. Redesigning of the building would mean a delay of 6 to 12 months. Using the redesigning of the Applied Arts Building as a guideline, Dr. Buttimer said that the escalation costs would reduce the size of the building with a six-month delay by one-third, with a year's delay by forty per cent.

Again a lengthy discussion ensued culminating with the following action:

Mr. Ross moved that the Governing Board reject the total bid of $4.1 million for construction of the Little Theater Complex, Contra Costa College. He then amended his motion to reject the total bid of $4.1 million and accept the base bid of $3,808,000, which was the lowest base bid, and award Contract No. 909 to Christenson and Foster, 3450 Airway Drive, Santa Rosa, California, accepting their base bid dated October 12, 1978, for the furnishing of all labor, materials, equipment, mechanical workmanship, transportation and services to be used and employed in construction of the Little Theater Complex at Contra Costa College, in accordance with the plans and specifications prepared by Cometta and Cianfichi / Confer, Crossen and Nance, Architects, for the total sum of $3,808,000.

The motion was seconded by Rev. Farr, and by three to one vote, with Dr. Winters voting "no," the motion was passed.

The President and Secretary were authorized to execute the contract agreement in accordance with the above.

December 13

The College Calendar was presented for consideration with Martin Luther King, Jr. Holiday included.

January 10

The College Calendar, as presented in December, was adopted--with an Admission Day Holiday. A "trade off" for the Martin Luther King Holiday over objections of classified staff and faculty--they wanted both.

Sam Devito, Teacher and Football Coach DVC, through the United Faculty spokesman, Gene Hambleton, presented a grievance. The crux of his claim is that he (Devito) is being required to provide extra days of service beyond what other instructors are working without being compensated.

February 14

The first major reassignment of management persons to positions of teacher and/or counselor was recommended. This was at a savings of $175,000 per year.

Mr. Joe King, English instructor DVC, questioned the necessity of two of the reassignments. Board approved all recommended reassignments. This Board Report represented more of the "belt tightening" as a result of Proposition 13.

The Board adopted "Resolution Declaring Intention to Enter Into Lease Agreement with the Viking Foundation" for the construction of the Family Life Education Annex at DVC.

The first report was given on review of programs and services that had taken place as a result of Proposition 13. No action was intended.

Mr. Harlan, President of United Faculty, said, among other things, that the process of program review will have to be more refined and that it should be an ongoing event. "The faculty have taken the position of trying to insure greater flexibility in assignments to see that those assignments are made in the best interest of students and for maintaining a competitive and satisfying work force."

March 7

Dr. Buttimer presented to the Governing Board his final report on Program Review with no recommendations for preliminary dismissal notices for faculty to be sent; nor any proposal to reduce particular programs and services. "Adjustments in full time faculty assignments, reductions in part-time faculty assignments and attrition resulting from resignations and retirements should put the District in a financial position to retain all of its full time contract and regular faculty for 1979-80," Dr. Buttimer reported.

JULY 1, 1979 - JUNE 30, 1980

BOARD MEMBERS
William Baldwin
Lloyd Farr
William Moses
Eugene Ross
Dr. Lee Winters

September 28 - Special Meeting

The Board awarded the contract for the Applied Arts and Administration Complex with thanks to Assemblyman John Knox for his assistance in obtaining financing. The award was made to DeNarde Construction Company for the low bid of $5,981,542. Cometta and Cianfichi, Architects.

The Board approved the modification of many management titles. There were no structural changes, only title changes.

October 17

The Board authorized planning of an Early Childhood Development Center at CCC. Cometta and Cianfichi, architects.

November 14

The Board accepted the resignation of Dr. Charles Collins, Dean of Humanities Studies and Related Occupations, effective June 30, 1980. Mike Karr, representing the students at LMC, expressed appreciation for Dr. Collins' services to the students and asked the Board not to accept his retirement request. Members of the Board concurred that Dr. Collins had done an outstanding job and will be missed by the students and his colleagues.

December 7

Special Meeting.

The Board adopted rules of procedure for a disciplinary hearing for classified employees.

February 13

The Board adopted a resolution declaring the week of February 16-23 as Community College Week. The theme of this kick off week is "California's Community Colleges...By the People...For the People." This Peoples' Project, according to the District's P.R. person, Jim Baker, has been funded by the Kellogg Foundation, under the auspicies of the CCJCA, and will cover a six month program of general awareness.

March 12

Board Report No. 41-C Review of Programs and Services. [Because this is the first comprehensive report on this subject since the review process was established, the following minutes appear in their entirety.]

Board Report No. 41-C - Review of Programs and Services. In addressing the Board, Dr. Buttimer said that the Review of Programs and Services represents the conclusions of a rather long and detailed process of reviewing the programs and services offered in the District. The purpose of the review, he said, was to determine whether March 15 notices should be sent to full-

THE GOVERNING BOARD
1977 - Present (1986)
Standing: Eugene Ross, William Baldwin
Seated: Dr. Lee Winters, William Moses, Rev. Lloyd Farr

Los Medanos College
A drawing by Cometta-Cianfici, Architects.

time faculty, and the recommendation indicates that (based on the review) it was not necessary to send the notices. This is the second year that a program review has been conducted. He referred to the figures in the report which indicate a one-year change in Faculty Allocations. Proposition 13 resulted in a 8.2% drop below the Fall Semester 1977 for the Fall Semester 1978 in faculty allocation, with the counseling allocation dropping 5%. The level of library or learning center services in influenced by the types of service and number of hours available. Last year's report on the review of programs and services called for approximately 11 FTE equivalence reduction. However, the actual reduction was close to 17 FTE. This resulted from not replacing people on sabbatical leave, other leaves, retirements, etc. Two programs at Los Medanos College have been recommended for elimination or reduction. They are: Food Service Technology (to be discontinued) and Dramatic Arts (to be reduced to two short-term performance sections each semester). Dr. Buttimer indicated he had received letters from the California Dietetic Association and from a registered nurse asking that the food service program not be eliminated. The program, Dramatic Arts, also has had a light enrollment. Dr. Buttimer said that Proposition 9 was not taken into consideration in this review. If Proposition 9 passes and the Legislature enacts legislation, additional steps may have to be taken at that time. He said that a bill which provided for a change in notifying certificated employees of possible dismissal because of uncertain finances was defeated last week. Dr. Buttimer indicated he knew of 12 community college districts which have sent out notices, with only one that he was aware of sending out blanket notices.

Mr. Carhart said that LMC has an outside advisory committee for the Food Service Technology Program and until the college receives more support from them and the community college could not support the program. This program which has been offered for several years has been getting smaller each year. At the time the program was offered, the staff had been led to believe that the State was going to require anyone working in a convalescent hospital to be a certified dietetic assistant, but this did not come about.

He said that the Los Medanos College community could not support a transfer program that prepares students in dramatics. The drama program continues at LMC with C contract instructors. Marlan Shanks, he said, worked very diligently in trying to make this program a success but the community apparently does not support it.

Dr. Buttimer remarked that this review of programs and services will become increasingly important in the years ahead and this is the plan for dealing with problems of cutbacks in the event the District is confronted with this situation.

Student representatives indicated that last year they had had the opportunity to review the report before the recommendation came to the Board. This year the students did not review the report. They asked that students be encouraged to provide some input before the report goes to the Board.

President Carhart said he took the position that it is a professional matter and professional staff should be involved. He didn't want students involved in the matter that is so vital to faculty. However, he said, he believed he was the only president that showed the report to the students last year but forgot to let them review it this year.

Dick Pyle said he felt that students have a right to provide input when you are dealing with the courses to be offered students. Students should have the opportunity to express their attitude of what is going to be offered and the cutback of courses and programs.

Mr. Moses said that in the middle is the faculty and that the faculty should be involved in this because of the programs and courses offered.

Dr. Buttimer replied that generally the review occurs at the District-level but that recommendations come from the campus and when these are received both campus administration and faculty and district are involved. Students, he said, can do more for their rights by enrolling in those classes that do not have adequate enrollments. Some programs are limited by various requirements, e.g., specialized accreditation, while others with large lectures will have an average class size of 30-50 people. Costs for these programs are not considered in the review, although programs such as the nursing program cost considerably more because of the limited enrollment. He said that generally you look at the courses that are satisfying the needs of the student. An attempt is made to preserve the programs that have high enrollments. However, enrollments in these classes can change from year-to-year, and in the review of the programs and services an attempt is made to accommodate the students' interest which is the most important influence.

President Moses pointed out that at Contra Costa College and Diablo Valley College the students showed a great deal of interest in the drama program while at Los Medanos College there was apparently a lack of interest. The faculty, he said, play a big part in the success of a program by creating student interest. Selling the program is a responsibility of the faculty.

Dick Pyle said that the students would like to see more classes--not classes being eliminated. He believed that more diversified courses result in higher enrollments.

President Moses said that if the District was not confronted with financial problems they would like to offer many more courses.

Robert Zavala, FSCC President, said the faculty has always worked very hard to maintain their programs and would continue to do so in the future. He stated they are working with administration and maybe in the future could work closer with the students.

On motion of Mr. Baldwin, seconded by Mr. Ross, by unanimous vote, the Governing Board accepted the attached report titled, "Review of Programs and Services."

REVIEW OF PROGRAMS AND SERVICES

THE REVIEW PROCESS

The annual review of instructional programs and support services throughout the District has been conducted during the past several months. The purpose of the review is to prepare for the possibility of reducing certificated staff and to do so in time for setting 1980-81 staffing levels. It was essential to complete the review for this meeting of the Governing Board in the event that it became necessary to send preliminary dismissal notices to any full-time certificated employees by March 15. However, based on an analysis of the review, Dr. Buttimer said, "It is my judgment and recommendation that it is not necessary to send dismissal notices to any full-time certificated employees for the 1980-81 year."

The review covered hundreds of individual programs and services divided into 113 groups. Program enrollments and service level activity were analyzed for the last three fall semesters. Recommendations were developed for internal changes in faculty allocations to programs and services which should result in a more effective use of our limited resources. Adjustments in full-time faculty assignments, reductions in part-time faculty assignments and attrition resulting from resignations and retirements should be adequate to implement the recommendations resulting from the review.

CHANGES DURING THE PAST YEAR

Last year's review of instructional programs and support services influenced the planning for the current year. The following table summarizes those staffing-level changes.

FACULTY ALLOCATIONS
ONE YEAR CHANGE
FALL 1978 TO FALL 1979

Instructional Programs and Counseling Services	Student Enrollment (WSCH)	Instructional Fac. Alloc. (A&C FTE)*	Counseling Fac. Alloc. (A FTE)
Contra Costa College	3.3%	5.8%	21%
Diablo Valley College	2.3%	.9%	9%
Los Medanos College	3.5%	4.2%	7%
District-wide	1.7%	2.8%	4%

Note: As a result of the impact of Proposition 13, the District-wide faculty allocation for the Fall Semester 1978 to instructional programs (A and C FTE) dropped 8.2% below the Fall Semester 1977 level. Similarly, District-wide counseling allocations dropped 5% for the same period.

Library Services

The level of library or learning center services is influenced by the number of hours the facility is open as well as the variety of services offered. FTE allocations to the three campuses for each of the last three fall semesters were 11, 10 and 9.4, respectively.

* "A FTE" = full-time equivalents of regular faculty.
"C FTE" = full-time equivalents of temporary faculty.

RECOMMENDATIONS FOR 1980-81

The following recommendations for the 1980-81 year are based upon the review of programs and services completed in February.

Reductions in faculty allocations:

Contra Costa College	2.87 FTE
Diablo Valley College	4.83 FTE
Los Medanos College	3.33 FTE
	11.03 FTE

The comparable figure resulting from last year's review was 11.38 FTE. The actual reduction achieved during the year was approximately 17 FTE.

Reductions/eliminations in instructional programs or support services:

Los Medanos College
(a) Discontinue instruction program, Food Service Technology.
(b) Reduce instruction program, Dramatic Arts, to two short-term performance sections each semester.

Effects of the possible passage of Proposition 9 on the June 1980 ballot were not taken into consideration in the review process. Should additional reductions in certificated services be necessary, an analysis will be conducted as legislation is enacted which provides the information required for the implementation of the initiative. It is unlikely that legislation determining our 1980-81 funding will be enacted before the latter part of June.

April 16

Jean Courtney was employed as the Chancellor's Secretary to replace the retiring Doris Peck. Prior to this appointment Mrs. Courtney was the Secretary to Eugene Corr, former Director of Athletics and P.E. at CCC.

[Doris Peck began her career in the District as a student aid in the office of the Dean of Student Personnel (1950), later as a Clerk, then Secretary to the Dean of Student Personnel (Drexel). She later served as his secretary when he was President of DVC. Still later, she served as Drexel's secretary when he was Superintendent.]

May 14

Sandra Booher was appointed to replace Dr. Collins as Dean, Humanities Studies and Related Occupations, LMC. Ms. Booher was an instructor in the Language Arts area at LMC.

The Board approved a new Board Policy 4131: Employment of Certificated Employee Beyond Age 70.

Mr. Moses expressed his appreciation of the information contained in "Semester Classes Enrolling Less than 15 Students, Spring Semester 1980." Dr. Buttimer indicated that very careful scrutiny was given to all the offerings in the institutions keeping in mind the needs of the students. The District attempts to offer as comprehensive a program as possible, has been involved in program review for several years on the campuses, and changes have been made as a result of findings. Dr. Buttimer feels it is important to continue program review particularly with more limited resources.

June 11

The Board passed a resolution authorizing the District to participate in a program for group purchasing of insurance. This permits entering into a joint powers agreement with other community colleges to purchase insurance were approved.

Rev. Farr expressed concerns over the selection process of the new Director of Business Services at Contra Costa College. He had hoped that more consideration would have been given to personnel within the District recognizing that it is a key position at Contra Costa College. He also expressed hope that in the future, there will be more sensitivity to the needs of the campus and morale of personnel. He would not want employees to think there are no promotional opportunities within the District. Rev. Farr pointed out that he thinks Contra Costa College is one of the colleges in the top ten in the state and feels the District has personnel with the ability to fill any internal position that might open up. He emphasized that he has nothing against the new Director of Business Services but would like the college president in the future to look very closely at internal personnel for these kinds of positions. On motion of Dr. Winters, seconded by Mr. Baldwin, with four "yes" votes and with Rev. Farr abstaining, the Governing Board approved the employment of the regular monthly classified employees, time subject to assignment, for the positions and at the salary rates indicated.

Accolades: Dr. Buttimer congratulated everyone in the District who worked so hard to bring about the defeat of Proposition 9. From many sources throughout the state, he heard praise for our District as setting an example on how to defeat Proposition 9. The defeat is a great reward for fantastic efforts put forth by our District. Bob Zavala added that Dr. Buttimer was very significant and influential in Southern California's defeat of Proposition 9.

June 25

Dr. Buttimer reported to the Board that the tentative publication budget reflects the provisions of the finance bill, AB 8, passed last year. This is a two-year bill and applies to 1980-81 and calls for a 7% inflation factor. The legislature is currently considering an adjustment in the inflation factor to 9%. We are projecting a small increase of 1.7% in ADA from 18,500 to 18,810. The budget reflects no new major capital outlay projects. Contra Costa College's Applied Arts and Little Theatre were fully funded by this year's budget (1979-80). Any unexpended balance will be carried over and included in the Official Budget to be presented to the Board at the August meeting. Approximately 83% of our operating budget is in personnel costs--generally the pattern of our budgets. Changes that might be expected between now and the Official Budget would be based on: (1) State action on the finance bill and Proposition 4 implementation (which will probably not have an impact on the District next year), and (2) carry-over of ending balances.

JULY 1, 1980 - JUNE 30, 1981

BOARD MEMBERS William Baldwin
Lloyd Farr
William Moses
Eugene Ross
Dr. Lee Winters

July 23

President Craig announced that the official opening of the Little Theater complex is scheduled for September 26, 1980.

August 6

Upon the recommendation of the Chancellor, the Board abolished the management position of "Director of Physical Education and Athletics."

The Board approved "The Plan for the Administration and Operation of a Cooperative Work Experience Education Program" for the District.

October 22

Consideration of Proposed Board Policy 7141, Standards of Scholarship

Dr. Buttimer said this particular policy recommendation is presented for the first reading. It will be brought back in this form or modified form next month for Board action. The State Board of Governors has issued regulations for revisions in scholarship standards. Implementation is to be by next July 1, and in order to meet that deadline, the time line should be the adoption by the Board at the November meeting in time for publication in the catalog for next year. There has been a considerable amount of discussion at the State level and a lot of resistance from the districts as to the imposition of State guidelines.

Paul Cates said it is a controversial policy and he planned to talk to students and faculty to see what kinds of changes can be made in the policy.

Robert Martincich said he served on the statewide committee that developed the guidelines. Student organizations were consulted and involved in the development of guidelines. The latitude for changing the State standards is closely restricted, so a lot of change may not be possible.

Bob Flanagan commented that the policy is not good for community college students. The people who implement these policies have gone about as far as possible to give our students a break and remain within State guidelines.

The proposed policy is given on pages 140-143 in Board minute book.

Request by Bob Zavala to Address the Governing Board

Bob Zavala addressed the Board with a request that the Los Medanos College football stadium be named after Don Cadenasso. Mr. Zavala said he was aware of the tradition of not naming a building or field in honor of a person; however, he asked that tradition be broken. He mentioned that he had a petition with 500 signatures from faculty, students, parents and community people to name the stadium after Don Cadenasso. Several people from the audience spoke in behalf of the request. Mr. Moses said this was not an action item; he understood how Mr. Zavala and the speakers felt, adding that it was a difficult problem for the Board. In the past there have been requests to name facilities after people, but the Board has maintained the policy of not doing so because if one request is granted, the door is opened to all requests. Mr. Carhart suggested that a memorial, for example, a plaque, could be placed in an appropriate place in Don Cadenasso's honor.

November 12

Board Report No. 21-D - Approval of New Board Policy 7141 - Standards of Scholarship. Dr. Buttimer announced that the date of the Board Policy should read 6-22-81, the date that the policy becomes effective. Paul Cates said he read the new Board Policy on Standards of Scholarship and indicated that it is not clear as to limits and implications to the student. He suggested that a synopsis be prepared for the students.

Mr. Martincich said he could appreciate Mr. Cates' concern. He had talked to Wanda Gallerson about the need to inform students regarding the implications to them. The policy presented to the Board for approval is faithfully consistent with the State mandate. Mr. Martincich agreed with Paul Cates that we need to begin a campaign to inform students and faculty of what this new policy will mean.

Mr. Carhart commented that the whole situation is one that erodes local control. There are profound implications of where we are going in the future. He said the committee that put together the new policy did an admirable job and added that he certainly subscribed to it.

Bob Flanagan commented that the community college faculties had a great deal of influence in the State mandated policy. Frustration within certain elements of community college faculties, what happened in the 1960's, lack of ability to control their own courses and destiny of curriculum contributed to the formation of the policy.

Dr. Buttimer said the genesis of this policy came from the California Post-secondary Education Commission. Dorothy Knoell charged that grading practices were inconsistent from one district to another. The result was tightened standards. There are going to be problems in trying to interpret the policy and fill in the holes in the existing policy; it will be a difficult period of transition, but there is no alternative.

Bob Flanagan urged the Board to adopt the new Board Policy. One of the problems, from the standpoint of an instructor, is dealing with the withdrawal policy. He expressed concern that it doesn't take into consideration the fact that community college students may need a little more direction.

Mr. Kelly called the Board's attention to the problem of repeating a course in which the student received a passing grade. An example is a nursing student who receives a C grade in chemistry; if a transfer institution will not accept a C grade, the student needs to repeat the course. Some students have a break of several years in calculus and can't repeat the first semester course. Mr. Kelly expressed hope that this could be clearly written giving someone in a position of authority permission to grant course repetition in some cases.

Dr. Buttimer said some of us will be active on the State level to bring about these kinds of changes.

Dr. Winters moved that the amended report be approved. The motion was seconded by Mr. Ross. By unanimous vote, the Governing Board approved the new Board Policy 7141, Standards of Scholarship.

Accolades: Rev. Farr extended congratulations to Dean Lesher of The Lesher Newspapers for receiving the 1980 CCJCA News Media Pro Award and added that while Mr. Lesher was out of the country and unable to personally accept the award, Dr. Craig did an excellent job in addressing the CCJCA and accepting the award in Mr. Lesher's behalf. Dr. Buttimer said upon Mr. Lesher's return, a presentation will be made to him personally.

January 14

A copy of the building projects proposed for inclusion in the District's Five-Year Construction Plan was reviewed by the Board. Dr. Buttimer commented that these projects are about to be started through the "pipeline" to which he refers from time to time. Funding considerations are much different than they have been in the past. We are not sure what local contributions will be because the formulas are not clear yet. It is a matter of getting projects into the system. The submission of this plan in no way guarantees approval of any single project. While submission of a project does not guarantee funding, no funding is available for projects that have not been included with the five-year plan. Dr. Buttimer added that there are very good reasons to be optimistic. He reported on the State's criteria for approving projects.

February 11

Dr. Winters asked Mr. Carhart to explain the thrust of the ethnic heritage program, what accomplishments are anticipated and how two full-time instructors employed at other colleges are going to do justice to this program. Mr. Carhart explained that full-time instructors at the university level have a much different work load than at the community college level. Their university work load is 6 credit hours per week. He added that the evaluators are considered to be some of the top people in the state. Mr. Carhart said when Los Medanos College started, a separate ethnic studies area was not developed, and the attempt was to integrate into the whole fabric of the curriculum. There is now a need to develop some specific programs for the number of bilingual students entering the community and for the community at large.

Mr. Carhart added that it is hoped that a program will be developed for Hispanic students and the Hispanic community to eventually make the college a cultural center. Evaluators will be involved in recruiting students and starting programs. Mr. Carhart said Los Medanos College is trying to find ways to attract more Hispanic students. Involving members of the community will provide the impetus to get more students on campus. A large number of students entering the 10th-11th-12th grades of the secondary system speak no English. The number of Black students in the West Pittsburg area going on to school is much greater than the number of Hispanic students.

Darwin Drew pointed out the recent increase of Laotian students and added that the College Readiness Program at Contra Costa College is focusing on Vietnamese-Laotian students.

Dr. Buttimer said some community colleges in the state have fairly substantial programs for Southeast Asians, but the programs are noncredit. Our District does not provide noncredit programs because of the arrangements with the local high school districts. Noncredit programs are taken care of by the high schools. The question of who should offer noncredit programs, community colleges or high school adult education, is now being looked into at the state level.

On motion of Rev. Farr and by unanimous vote, the Governing Board authorized the Assistant Secretary to execute Agreement No. 1048 with Antonio Soto and Hector Garcia as an evaluator for ethnic heritage grants at Los Medanos College for the period February 12, 1981, through June 30, 1981, at the hourly rate of $20.00, not to exceed $1,000.00.

Rev. Farr commented how nice it was to see a fellow student being hired as a consultant. On motion of Rev. Farr and by unanimous vote, the Governing Board authorized the Assistant Secretary to execute Agreement No. 1050 with Guadalupe Partida as an evaluator for ethnic heritage grants at Los Medanos College for the period February 12, 1981, through June 30, 1981, at the hourly rate of $5.00, not to exceed $500.00.

March 11

Dr. Buttimer said there have been some discussions underway with the County Superintendent of Schools concerning the establishment of a regional data processing center to handle the data processing needs of the public school districts in the county. There is considerable interest on the part of the Superintendent of Schools in establishing the center at the Contra Costa Community College District Office. This interest is based in large measure on an analysis of alternatives that was prepared by the consulting firm of Arthur Young. A major objective of the center is to provide an improved level of service to those involved at a minimum cost by sharing resources. Our District would enter into agreements with the County Superintendent and the K-12 client districts under which we would provide the needed services. We would be responsible, Dr. Buttimer said, for the acquisition of equipment, employment of personnel and overall operation of the center. The District's commitment of resources to the center would be based exclusively upon our own needs. No additional commitment would be recommended. Through the pooling of resources of the various agencies, the center would provide a level of service unattainable by any of the agencies acting independently.

May 13

Dr. Buttimer said the attached report is the third attempt at this process of program review, and it involves a lot of data, time and effort of many people. The process is improving, Dr. Buttimer noted, and the results are quite satisfactory. Dr. Buttimer provided further information on the process. The comparison was made fall to fall to provide the most recent data. Student enrollment on a Districtwide basis was up 3% at the time the review was prepared, fall to fall, but now that figure is closer to 5½%+, a healthy sign. Generally the recommendations this year are somewhat more sparse than in the past. There is not a listing of reductions by C contract. Dr. Buttimer said by the time the process begins next year, there will be a much more refined process to analyze the counseling data. The only basis changes are the transfers that have been identified in the report. On motion of Mr. Moses, seconded by Rev. Farr, by unanimous vote, the Governing Board accepted the attached report titled, "1980-81 Program Review Summary." [See Program Review Summary in Board Minutes.]

June 25

Darwin Drew asked how students can become involved in the budget process. Dr. Winters pointed out that there are three stages to the budget --adoption of a tentative budget, publication budget, and a final budget.

The presidents discussed the extent of student participation in the budget process on the three campuses. Dr. Craig said there are open budget hearings at Contra Costa College, and students are encouraged to attend; however, he has been disappointed at the small student turnout at these meetings.

Clare Luiselli invited Mr. Drew to come to the District Office for a meeting and indicated she would answer any budget questions he had.

Dr. Buttimer pointed out some of the broad guidelines in the development of the tentative budget and the areas in which this budget and the official budget may differ.

JULY 1, 1981 - JUNE 30, 1982

BOARD MEMBERS	William Baldwin Lloyd Farr William Moses Eugene Ross Dr. Lee Winters

August 5

Patricia Emig and Marilyn Pennebaker, representatives of the Contra Costa Chapter of the California Association for Neurologically Handicapped Children, distributed a statement to the Board (on file in Official Minute Book) and expressed their concerns about the inadequate programs, planning, and counseling for the learning disabled students at Diablo Valley College. As a result of the $30,672 allocation to the Living Skills Center from AB 77 funds, they felt that there would be less money available for Diablo Valley College learning disabled students. They stated that despite following proper channels, they have not been able to get needed programs for these students. Their goal is better services for the handicapped students at Diablo Valley

College, trained tutors, good counseling, vocational counseling, services for night school students, orientation classes and living skills classes.

Jim Fast distributed material to the Board and spoke about his experiences as a learning disabled student. While attending Diablo Valley College, he had encountered people who cared and who were qualified to help.

Pat Bettencourt also expressed hope that there would not be any cuts in the services to the learning disabled within the District.

Rev. Farr thanked the speakers and said the Board members want to do the best they can for all students, and added that he was sure the administration will do everything possible to help the various programs.

Mr. Moses stated that he was most impressed with Jim Fast and the parents who addressed the Board and said he shared their concerns.

September 9

Dr. Buttimer said there is a recently received administrative procedure by the Board of Governors which provides that community college districts maintain a record of complaints of unlawful discrimination and the disposition of those complaints. The policy is presented to the Board for consideration and will be brought back to the October meeting for action. [Proposed Board Policy is on pages 86-87 of the 1981-82, Vol. I Board Minutes.]

October 14

Ms. Bea Kasher, along with her interpreter, Marya Alsop, addressed the Board with regard to the agreements to provide signing services for deaf students at Diablo Valley College for the 1981-82 school year. The statement was distributed to the Board by Ms. Kasher. (Statement on pages 94-98 of Board Minutes.)

Ms. Kasher stressed to the Board the need for skilled interpreters for the deaf, a service that is absolutely essential if the deaf student is to continue in school. It was Ms. Kasher's understanding that Diablo Valley College interpreters might be paid less than the standard pay scale because of a deficit in the general fund for the handicapped due to the allocation of $30,000 to the Living Skills Center.

Dr. Buttimer responded that the District is not obligated for those funds. The Department of Rehabilitation increased its portion of the budget for the Living Skills Center. The resolution adopted by the Board provided that under these circumstances, the District would be relieved of its obligation to provide $30,000 to the Living Skills Center.

On motion of Dr. Winters that the amended Board Report be approved, seconded by Mr. Baldwin, with "Yes" votes on all agreements except one "No" vote on Agreement No. 1094 (Mr. Moses), the Governing Board authorized the Assistant Secretary to execute the following agreements and amendments to agreements:

Doris John, Greg Wuestenberg, Morya Alsop, and Carson Alquist to provide signing services for deaf students at Diablo Valley College for the 1981-82 school year not to exceed $2,700.00.

The Board approved the new Board Policy 3112, "Governing Board Policy for the Investigation and Resolution of Complaints of Unlawful Discrimination."

November 12

President Ross called the regular meeting to order at 7:40 p.m. Mr. Ross thanked the faculty and classified staff for their help in his re-election campaign and for the manner and spirit in which they offered support. He said in his door-to-door campaign, it was very apparent that this District has a fine reputation and is held in high esteem. Addressing the audience, Mr. Ross said, "It is a tremendous responsibility you have in the community because there aren't very many governmental institutions that are thought of as highly as ours." Mr. Ross added that he is proud to be a member of the Governing Board for four more years.

Rev. Farr thanked those who supported the recognition dinner held recently in his honor. At the dinner, Rev. Farr presented community service awards to fellow Board members in attendance, William Moses and Eugene Ross, in recognition of their valuable service to the District and community. As William Baldwin and Lee Winters were unable to attend the dinner, Rev. Farr presented their community service awards at the meeting.

Mr. Baldwin said it has been a great pleasure to serve on the Board for a number of years. He reiterated Mr. Ross's comments regarding the Community College District being held in high esteem. Mr. Baldwin further stated to the audience that "the Board owes that fine reputation to all of you."

Mr. Moses added to the comments concerning Rev. Farr's recognition dinner by saying it was an excellent evening. He congratulated everyone involved with putting it together and noted that all the proceeds are going for scholarships.

President Ross adjourned the regular meeting at 9:11 p.m. in honor of the late John Porterfield and requested a moment of silence in his memory. [John Porterfield was Conta Costa College's first President and a most highly esteemed Community College educator - a retired Social Science instructor - at DVC.]

December 9

Dr. Buttimer said over the years he has looked to Ray Dondero, a friend and colleague, as a member of the brain trust that he must call upon frequently for advice when dealing with the issues of the office. Dr. Buttimer further stated that he would miss Mr. Dondero's wise counsel but was pleased that he would continue with the District on a consultancy basis.

Doug Sabiston remarked that Mr. Dondero was a former faculty member at Contra Costa College and he was sorry to see his retirement. Leroy Mims stated that Mr. Dondero was president of Contra Costa College when he was hired as a teacher and said he holds him in very high esteem.

Mr. Dondero said he had spent a lot of time with his counterparts in other community college districts and told the Board, "I can't tell you what a comfort it is in being a staff member in this District; I am very appreciative with the way the Board has treated me."

On motion of Mr. Baldwin, seconded by Mr. Ross, by unanimous vote, the Governing Board accepted the following retirement:

Name	Payroll Title	Effective Date	Location
Raymond Dondero	Vice Chancellor for Personnel Services	August 31, 1982	District

It was approved that effective September 1, 1982, Raymond Dondero be awarded a consultancy contract under the provisions of Education Code Section 72426 subject to the earnings limitation provided in Education Code Section 23919. It was approved that the consultancy contract be renewed annually subject to the limitations of Education Code Section 72426(b).

January 13

Five Year Construction Plan - Dr. Buttimer said "...proposed construction projects for the next five years are presented for information. Each year we are required by the State to submit a five year plan for capital outlay. The projects are listed according to priorities. With the State's financial status at present and in the near future, the likelihood of receiving funding for these projects is dim."

March 10

Dr. Winters said, "You can't treat this as a routine retirement when someone has been as valuable an employee as Thelma Snyder." Referring to Mrs. Snyder's letter of intention to retire, Dr. Winters further commented, "I want to express my own personal feelings that I hope I also can recognize when it is time to move on." Dr. Buttimer concurred with Dr. Winters' statements and added, "Thelma is a tremendous person and a great employee." Dr. Buttimer pointed out that the graphic art work of present and revised ward boundaries on display in the Board room is Thelma's handiwork.

On motion of Dr. Winters, seconded by Mr. Baldwin, by unanimous vote, the Governing Board, in accordance with Section 72021 of the Education Code, approved the rearrangement of ward boundaries of the District in accordance with the population count as of July 9, 1981, as indicated below and in Appendices A, B, C, D and E. (Appendices on pages 235-239 of the 1981-82 Vol. III Minutes.)

Total population in Contra Costa County 656,134

	Population	
Ward 1	130,925	
Ward 2	131,149	
Ward 3	131,940	
Ward 4	132,040	
Ward 5	130,080	
		656,134

Dr. Winters called attention to the most significant statement in the Program Review Summary: "It is my recommendation that dismissal notices not be sent to any full-time certificated employees for the 1982-83 year." Dr. Winters said this is something to be proud of and congratulated management and staff for doing their job so well.

Dr. Winters stated that losing the carpenter apprentice program, through no fault of the District, was a disappointment. Regarding short-term courses, Dr. Winters thought it was unfortunate that they had not been successful as it was his feeling that this was an innovative approach. He stated that an alternative to the semester system is needed. The semester system is not satisfactory, he said, from a teaching standpoint or students' standpoint.

Dr. Buttimer said the primary purpose of going through the program review process is to determine whether dismissal notices should be sent to faculty. The result of this process is that the probability of sending notices is diminished. Many people participate in the process, and almost 2,000 courses as well as instructional support services are reviewed. Dr. Buttimer said he is looking for ways to improve utilization of resources in the future.

Commenting on the review of short-term courses, Dr. Buttimer said the District was in a growth pattern at the time evening and Saturday short-term courses were added, and the State provided the resources to do this. Extra funding from the State is no longer available. Dr. Buttimer pointed out that it is more costly to offer a short-term course than a semester course because of attendance accounting. For semester length courses, the District is paid on the basis of census attendance; whereas, payment for short-term courses is based on positive attendance.

Les Birdsall, speaking as faculty representative, said faculty members do recognize what program review is all about and further stated, "We as faculty are proud to be part of the District where notices were not sent out, and we recognize that it is through cooperation with working with administration, faculty and staff." Mr. Birdsall noted that he was glad to have an advocate on the Board who would like to do something about the semester calendar.

Rev. Farr, speaking in behalf of the Board, congratulated Dr. Buttimer on doing such a fine job in the District and added that the Board is very proud of the Chancellor and staff.

On motion of Dr. Winters, seconded by Mr. Moses, by unanimous vote, the Governing Board accepted the report titled "1981-82 Program Review Summary." (Pages 241-242 of Board Minutes.)

June 9

Dr. Rex Craig, President of Contra Costa College, resigned in order to accept a position of Superintendent/President of Glendale Community College in Glendale, California.

The Board rescinded Ray Dondero's resignation and appointed him to the Presidency of Contra Costa College in an acting capacity.

Dr. Buttimer reported that the classification system was adopted by the Board of Governors at the State level a couple of years ago after extensive Statewide discussions on the different kinds of categories that are identified therein and whether it should be adopted at all. At the time the system was under consideration, Dr. Buttimer said he voiced his objections in Sacramento, but now must urge approval. Without it, the District would be denied any budgetary inflation adjustment for 1982-83 that the State might approve.

After the Board of Governors adopted this program, Dr. Buttimer said the District was asked to submit to the State Chancellor a list of all of the courses offered with each course coded according to the requirements of the system. The District provided that information. Then the legislature enacted the system and insisted that local boards adopt it before June 30, 1982, or else risk financial penalty.

With no further comments on the course classification system, President Farr declared the public hearing closed and called for the vote. On motion of Dr. Winters, seconded by Mr. Baldwin, by unanimous vote, the Governing Board approved the adoption of the course classification system in accordance with Title V, Section 55001.

Dr. Buttimer reluctantly recommended that the District introduce parking fees. [Because of the serious economic problem facing the District.] Dr. Winters was very resistant to any proposal that would not include the faculty and the classified staff. A great deal of discussion ensued with student representatives opposed.

On a motion by Mr. Moses, seconded by Mr. Ross, by unanimous vote, the Governing Board approved that students using parking services be required to pay the following fees as provided by Sect. 77247 of the Education Code:

Semester Fee	
Automobile	16.00
Motorcycle or Moped	8.00

Summer Session Fee	
Automobile	8.00
Motorcycle or Moped	4.00

June 23

Dr. Buttimer provided the Board with information on how the tentative budget was developed. The budget presented and recommended for approval is not based on provisions of current law (AB 1626) passed last year which provided a 5% cost-of-living adjustment and funds for limited growth. This budget does not include a cost-of-living adjustment nor provisions for any growth in ADA. Dr. Buttimer then referred to unfunded budgetary items listed in the backup material:

1.	Employee cost-of-living adjustments (5%)	$1,544,700
2.	Increased cost of current health and dental insurance premiums for employees and retirees	390,000
3.	Inflationary adjustment for materials and services (5%)	202,200
4.	Equipment replacement needs	50,000
5.	Major facilities maintenance projects	400,000
	Total - Not in Budget	$2,586,900

Dr. Buttimer said the budget revenue is subject to further changes. The actual revenue for 1981-82 will not be known until later this month, and it will be needed to determine the base for 1982-83. Dr. Buttimer stated the probability is that we will not do quite as well as projected in the tentative budget. The Budget Conference Committee in Sacramento is presently dealing with the budgetary problems. The Conference Committee did adopt a position with respect to funding community colleges. The position at the present time is for no cost-of-living adjustments. There is to be a $30 million reduction in course support. In anticipation of this reduction, the Chancellor's Office distributed a list to community college districts of the types of courses that are vulnerable to defunding. Our summer course offerings were matched against the list, and as a result of this review, 21 course sections were eliminated from the summer session offerings of the three campuses in our District (CCC-16, DVC-4, LMC-1).

State support would be eliminated for certain avocational, self-help or recreational courses. The State would determine how much money we received for these courses this year (1981-82) and subtract that amount from our appropriation for next year (1982-83).

On motion of Mr. Baldwin, seconded by Mr. Moses, by unanimous vote, the Governing Board adopted the accompanying budget for the 1982-83 fiscal year and authorized the Assistant Secretary to submit this budget as the Tentative Budget on forms prescribed by the County Superintendent of Schools by July 1, 1982, as provided by Section 85023 (a) of the California Education Code. (Budget on pages 323-333 of the Minutes.)

JULY 1, 1982 - JUNE 30, 1983

BOARD MEMBERS	William Baldwin Lloyd Farr William Moses Eugene Ross Dr. Lee Winters

August 4

Resolution Authorizing Participation in Joint Powers Agency. Roll Call Vote Required. Mr. Ross congratulated the staff for the effort put forth in the joint powers agreement. In addition, Clare Luiselli commended Dale Fink for his participation as president of the Bay Area Community College Districts Joint Powers Agency.

On motion of Dr. Winters, seconded by Mr. Ross, by the following roll call vote: Rev. Farr-aye, Mr. Baldwin-aye, Dr. Winters-aye, Mr. Moses-aye, Mr. Ross-aye, the Governing Board adopted the resolution authorizing participation in the Bay Area Community College Districts' Joint Powers Agency for the purpose of self-funding a portion of property and liability insurance, beginning with the 1982-83 fiscal year. [A first in the beginning nationwide concern with rising insurance costs.]

September 7

Public Hearing of the Official Budget, Fiscal Year 1982-83

At 7:40 p.m., President Farr called to order the Public Hearing of the Official Budget for fiscal year 1982-83 in accordance with the California Education Code, Section 85003.

In addressing the Board, Dr. Buttimer stated that the Official Budget differed from the Tentative Budget presented in June as a result of:

1. Determining and bringing forward ending balances.
2. Reduction of $635,000 in revenue from courses eliminated under the defunding actions recently taken by the State legislature. Approximately 200 course sections in the areas of real estate, physical education and fine arts have been eliminated within the District.

Dr. Buttimer further stated that there are no provisions in the budgeted revenue for a cost-of-living adjustment or growth in enrollment.

When asked about the possible effect of defunding on enrollments, Dr. Buttimer reviewed head count information received today (first day of instruction) as compared with the same time last year. Contra Costa College and Los Medanos College enrollments have increased by approximately 10 percent each in the day program. Diablo Valley College's day enrollment is down 2½ percent. Enrollments have decreased in the evening program 10 percent each at Contra Costa College and Diablo Valley College and 3 percent at Los Medanos College. District-wide, enrollment is down 2 percent over last year.

Dr. Buttimer discussed future budget prospects. There is a possibility that the revenue the State is anticipating for 1982-83 will be inadequate resulting in a revenue shortfall, i.e., the actual revenue for this year could be less than the State has anticipated. At the end of the 1981-82 year, the State found they had an ending balance to bring forward next year of $50 million, rather than $460 million. The legislature chose not to deal with the situation in August and may reopen the budget after the November election.

Board members asked what options are available if District apportionment is decreased. Dr. Buttimer pointed out that local districts have little say as far as options; the decisions would be made in Sacramento. The State might determine that the way to resolve the shortfall is to take funds from districts with excess reserves, to authorize tuition, or to raise revenue by developing new taxes.

Dr. Buttimer mentioned that the Board of Governors has taken a position of more involvement in governance of community college districts. It is Dr. Buttimer's feeling that what little local control remains should be preserved, and he expressed hope that trustee organizations would be opposed to such a state-wide system to the point of abolishing the State Chancellor's Office.

There being no further comments, the Public Hearing on the Official Budget was closed and the regular meeting was called to order at 7:57 p.m.

Dr. Buttimer informed the Board that the present designation of security department does not conform to changes in the Education Code. The designation of police department is more descriptive of the actual activities performed and will enable the District to qualify for in-service training funds from the State.

The issue of carrying firearms was raised, and Dr. Buttimer responded that it was his understanding present practice would not change as a result of the redesignation of the security departments. Dave Platt of Local 1 said carrying firearms is a meet and confer issue.

Mr. Moses questioned the necessity of making the change as he saw Education Code Section 72330 as being permissive: "The governing board of a community college district may establish a community college police department..." Dr. Buttimer stated that it is not illegal if the change is not made, but what remains are employees who would not have the legal authority under the Penal Code to function as they have in the past. The recommendations presented to the Board do not change the activities, duties, salary or fringe benefits of existing staff members or the organization of the departments.

Both Dave Platt of Local 1 and Joe McKeown, Director of Administration of Justice Programs at Los Medanos College, spoke in support of the recommendations and urged the Board to approve them.

Mr. McKeown pointed out that security officers are often viewed by outside law enforcement agencies and the public as private guards with less training and authority than peace officers.

Mr. Platt stated that under the Education Code, the employees are police officers in the performance of their duties and the Board sets the duties; they are sworn officers during their work day only.

On motion of Mr. Moses, seconded by Mr. Baldwin, by unanimous vote, the Governing Board approved the following changes in titles effective September 8, 1982, in accordance with Education Code Sections 72330-72332:

1. The college Security Departments be designated as Police Services Departments.
2. The Security Officers be designated Police Services Officers.
3. The Chief Security Officers be designated Chiefs of College Police Services.

November 10

Commenting on the retirement of John Kelly and Verle Henstrand, Bob Flanagan said this is the end of an era. He noted that both were administrators when he arrived at Diablo Valley College twenty-five years ago. Mr. Flanagan said, "They have valued teachers and what teachers do, and that has been good for all of us. We are going to be very sad to see them leave."

In reference to John Kelly's retirement, Bob Martincich noted that it was called to the attention of all deans at a state meeting two weeks ago that "the dean of deans" was retiring and it was said with great warmth and meaning; the response was both sadness and a standing ovation for Mr. Kelly. Mr. Martincich further stated that we should all be proud of the contribution that John Kelly has made not only to our District but statewide as well. He said, "I am sorry to see John Kelly and Verle Henstrand leave the District."

Dr. Buttimer stated, "I don't have the pleasure of coming into contact with as many of the people in the District as I would like but because of the positions of John Kelly and Verle Henstrand, I have had the opportunity to work fairly closely with these gentlemen and have come to know their manner of operating and feel they have made significant contributions to the stability of Diablo Valley College and the District." Dr. Buttimer went on to say, "At Districtwide meetings, they have presented well their point of view in regard to controversial issues without animosity. Both have expressed views based on good solid judgment and a very keen insight into the institution they represent. They are both to be commended for their professional contributions, and I wish them well in their retirement. I think we are fortunate that they have expressed an interest in continuing in a post-retirement capacity."

Leroy Mims, adding to the comments on Verle Henstrand's retirement, said his leadership and accomplishments will be recognized statewide by the deans later in the year.

On motion of Mr. Moses, seconded by Mr. Baldwin, by unanimous vote, the Governing Board accepted the following retirements:

Verle Henstrand	Dean of Student Services, DVC	effective 6/30/83
John Kelly	Dean of Instruction, DVC	effective 6/30/83

December 8

Mr. Dondero reported to the Board that the college is attempting to clear up some proliferation of ESL classes in various instructional areas and integrate them into one curriculum. A number of students enroll in community colleges with less than the level of English capability that allows them any kind of a fair chance of success. Community colleges are getting more students from Southeast Asia and with Hispanic backgrounds who have difficulty with the English language. Mr. Dondero said that we either give them the right to go into a class where English is spoken and fail or we recognize the need for their having to become sufficiently proficient in English to have a reasonable chance of success in a school that teachers in the English language and provide the means (ESL) to accomplish that. Previously, the college has dealt with this in an ethnic way, i.e., Black English, Chicano Studies, etc. Rather than proliferating classes along ethnic lines, Mr. Dondero said the faculty, instructional departments, divisions and dean of instruction recognize ESL as a specialty and have worked together over the last two years to integrate it under the rubric of the English Division. A number of courses will be deleted as a result of the adoption of the new ESL program. Mr. Dondero stated that there would be no additional cost to the college for implementing this program. Additionally, Mr. Dondero complimented all the staff involved with bringing this together.

Dr. Buttimer supported the request and said he felt it was a step in the right direction.

Mr. Martincich alerted the Board that a request for ESL Level I and II courses would be forthcoming. Levels III and IV are presented now because they are the most needed.

Dr. Winters pointed out a possible technical problem by including in the catalog course description the phrase, "for students whose native language is not English." Dr. Winters questioned whether this statement would exclude anyone.

On motion of Rev. Farr, seconded by Mr. Moses, by unanimous vote, the Governing Board approved offering the following courses, provided sufficient attendance develops:

Contra Costa College

English 146 (ESL - Listening/Speaking III)	1-4 units
English 147 (ESL - Listening/Speaking IV)	1-4 units
English 156 (ESL - Grammar III)	1-4 units
English 157 (ESL - Grammar IV)	1-4 units
English 166 (ESL - Reading III)	1-4 units
English 167 (ESL - Reading IV)	1-4 units
English 176 (ESL - Writing III)	1-4 units
English 177 (ESL - Writing IV)	1-4 units

Dr. Buttimer informed the Board that the Board of Supervisors reappointed Thomas Coll as the County's representative to the Education Center Authority Board.

On motion of Mr. Moses, seconded by Rev. Farr, by unanimous vote, the Governing Board approved the appointment of Glenn L. Clemetson to a four-year term as District representative to the Contra Costa Education Center Authority Board, term of office to be effective from January 1, 1983.

On motion of Rev. Farr, seconded by Dr. Winters, by unanimous vote, the Governing Board approved the adoption of the attached District Plan for Administration and Operation of a Cooperative Work Experience Education Program.

Dr. Buttimer stated that Governing Board action would set forth the gift that has been received from Mr. Dean Lesher and any subsequent gifts that might be received in the future. Dr. Winters said it is a very generous contribution by Mr. Lesher and the Board welcomes and appreciates his generosity.

On motion of Mr. Moses, seconded by Dr. Winters, by the following roll call vote: Mr. Baldwin - aye; Dr. Winters - aye; Mr. Moses - aye; Mr. Ross - aye; Rev. Farr - aye, the Governing Board adopted a resolution establishing the Dean S. Lesher Scholarship Fund.

February 9

Dr. Buttimer reported that without enrollment growth funds, community colleges are finding it increasingly difficult to accommodate all students who are interested in taking courses in a particular field, for example, computer science. There is a possibility that an information network throughout the state will be established to enable students to check availability of courses. Dr. Buttimer said there is an ongoing search for ways to accommodate increasing enrollments with fewer dollars.

March 9

Mr. Moses asked if the District is required to enter into post-retirement consultancy agreements. He was concerned about reaching a maximum limit when these qualified people might not be needed. Dr. Buttimer said the United Faculty contract stipulates mutual agreement on the assignment between faculty retirees and the District. Theoretically, a point could be reached when there are too many serving in this capacity, but Dr. Buttimer didn't think that time had arrived. Mr. Moses asked what would happen if we reached that point and Dr. Buttimer responded that a recommendation would be made not to approve the requested agreement or the District would negotiate not to include that option in the contract.

The "1982-83 Program Review Summary" was made available at the meeting. Dr. Buttimer explained that the 1982-83 program review process had been under way for the past several months and then highlighted the summary presented for Board acceptance. The purpose of the review is to determine whether dismissal notices should be sent to faculty. The conclusion in regard to the review process is that dismissal notices not be sent to any full-time certificated employees for the 1983-84 year.

Dr. Buttimer pointed out changes that have occurred during the past year in the areas of instructional programs and counseling services, library services, apprenticeship programs and short-term courses.

Dr. Buttimer then summarized his recommendations which are to transfer 2 to 2.5 full-time teaching positions from the Cultural and Social Sciences Division at Contra Costa College to Los Medanos College and Diablo Valley College, to consolidate and eliminate some intercollegiate athletic programs, and to eliminate three management positions at Los Medanos College.

The Governing Board approved the following management reassignments with the following changes in conditions of contract:

Baskin, Shirley
From: Director of Special Programs and Services
To: Dean of Behavioral Sciences and Related Occupations

Trapp, Gilbert
From: Director of Career Education
To: Instructor, Drafting and Electricity

In addition, the Governing Board approved the abolishment of the following management positions at Los Medanos College:

Position	Effective Date
Buildings and Grounds Manager	6-29-83
Director of Career Education	1-27-84
Director of Special Programs and Services	7-01-83

With the recommendation of Dr. Buttimer to raise parking fees, the usual arguments against and the usual questions "why" ensued.

Dr. Buttimer said, "Frankly, the District needs money" and Clare Luiselli stated that the cost to do the necessary maintenance work on the parking lots this summer will be between $95,000 and $100,000.

Dr. Winters objected to eliminating faculty and classified people from paying the fee.

The Board approved the following fees on a 3 yes and 1 no vote (Winters).

	Semester Fee
Automobile	$20.00
Motorcycle or Moped	$10.00

April 6

Dr. Buttimer said a major effort is under way to bring about a consensus among community college organizations and districts in support of a state funding plan for the 1983-84 fiscal year. The purpose of this effort is to gain general agreement on the appropriate mechanism for distributing the dollars appropriated to the community colleges in order to present a unified effort to gain a significant increase in appropriations for 1983-84. The Coalition, representing a wide range of community college organizations, has developed the attached proposal which establishes a method for distributing any new funds appropriated by the legislature. Community College coalition-developed finance legislation has been introduced by Senator Alquist (SB 851). Dr. Buttimer then discussed the coalition proposal point by point.

On motion of Mr. Ross, seconded by Rev. Farr, by unanimous vote, the Governing Board supported the "Coalition on Community College Finance - Proposal for Community College Finance Legislation." (Pages 257-258)

May 11

On motion of Dr. Winters, seconded by Mr. Moses, by unanimous vote, the Governing Board approved the employment of the following first-year contract certificated employee in accordance with the provisions of the Management Salary Schedule:

Dr. C. Terry Shoaff appointed Dean of Student Services, DVC.

Dr. Charles Sapper appointed Dean of Instruction, DVC.

From a number of independent contractors, Dr. James Stone, University of California, Professor in the School of Education, was hired as an educational consultant for the College Skills Assessment/Advising Evaluation Project at Contra Costa College.

June 8

Regarding Agreement No. 894-4 with Karl O. Drexel, consultant, one of the services to be provided is a follow-up study of Los Medanos College's AVANCE and BLAST students. Dr. Winters asked for an evaluation of these programs. His concern was whether they are worthwhile programs or more beneficial in theory than practice. Dr. Winters stated that he was more likely to take a closer look at District-funded programs than those funded from outside sources. Mr. Carhart said the classes are taught by Los Medanos College faculty members, and the programs represent no additional cost to the District. Additionally, he explained that BLAST students enter the program on the basis that they have not done well academically. AVANCE students are identified before they come into the program. The accreditation team recommended that a longitudinal study be made of these students to follow their progress over a period of time.

Dr. Winters requested from Mr. Dondero an evaluation of the effectiveness of the summer readiness program at Conta Costa College. He specifically asked for the number of students retained. Mr. Dondero said he would provide that information. He further stated that summer readiness has been in existence for over ten years. This year it will be a different type of program because with the cancellation of summer school, no teaching will be involved. Mr. Dondero pointed out that the program is funded by the State. The purpose has been primarily one of student recruitment. The students are tested and assessed as to what their abilities are and then in the summer those areas that are extremely weak are bolstered by counseling, orientation, etc. It is felt that the students are then better prepared to enter the fall semester.

On motion of Rev. Fall, seconded by Mr. Moses, by unanimous vote, the Governing Board approved the payment of transportation at a rate of $4.00 per day to students enrolled in the 1983 summer readiness program at Contra Costa College. In addition, the College President was authorized to name the students to receive these payments which are funded under SB 164.

June 22

In Chancellor Buttimer's presentation to the Board, he stated that the budget for 1983-84 is based on the assumption that the District will receive the same base appropriation next year as it did in fiscal year 1982-83. It includes no growth in ADA nor inflationary adjustment. The revenue budget is subject to further changes. The actual base revenue for 1983-84 will not be known until decisions are reached by the State legislature and the Governor. Dr. Buttimer further elaborated on the current status of 1983-84 community college financing, informing the Board of the progress of SB 851, the coalition bill endorsed by our Board. It provides for a 6 percent COLA, modest enrollment growth and equalization money and the following reform issues: (1) limitation on the use of part-time faculty, (2) study to develop a process for defining matriculation, and (3) study of the feasibility of the community colleges and public four-year institutions adopting a common course numbering system. No new taxes or revenue sources are identified. The bill is also silent with regard to tuition.

The State budget is the critical issue. Legislators have increased the Governor's budget for community colleges by $233 million, $110 million to restore the funding to this year's level (1982-83) and $123 million for inflation and growth. The Governor continues to indicate that he will blue pencil the entire $233 million and that fees or tuition should make up part of the loss. This issue is still under consideration at the conference committee level, and key legislators are meeting with the Governor.

Dr. Buttimer pointed out that the District's final revenue figure could vary as much as $2.75 million less or as much as $2.3 million more, noting the differences between the Legislature's and the Governor's positions. Budget adjustments will be made to reflect the adopted legislation for the September Board meeting.

Dr. Buttimer informed the Board that expenditures exceed revenues by $620,000 in the proposed budget. Beyond that, the following items totaling $4.2 million have not been included in the budget: employee cost-of-living adjustments, 1983 summer session, replacements for 16 eliminated positions, increased cost of fringe benefits, inflationary adjustment for materials and services, equipment replacement needs and major facilities maintenance projects.

On motion of Dr. Winters, seconded by Mr. Moses, by unanimous vote, the Governing Board adopted the budget for the 1983-84 fiscal year and authorized the Assistant Secretary to submit this budget as the Tentative Budget on forms prescribed by the County Superintendent of Schools by July 1, 1983, as provided by Section 85023 (a) of the California Education Code.

JULY 1, 1983 - JUNE 30, 1984

BOARD MEMBERS William Baldwin
Lloyd Farr
William Moses
Eugene Ross
Dr. Lee Winters

August 3

Chancellor Buttimer presented the following progress report on budget developments.

In June a tentative budget was submitted to the Governing Board in which the funding level for 1983-84 was projected as an amount equal to the 1982-83 figure. No recognition was given to adjustments for inflation or enrollment growth. The projection for expenditures assumed the following:

- No salary schedule adjustments for inflation.
- No increased District support for employee health and dental plan costs.
- Elimination of the 1983 summer session.
- Elimination of 16 positions.
- Reduction in provision of materials, supplies, equipment replacement and major facilities maintenance of approximately $1.2 million.

Even with the expenditure pattern described, the 1983-84 budget reflected a deficit over $600,000, which was to be absorbed by a modest beginning balance.

If the budget signed by the Governor is final insofar as community college funding is concerned, we have not gone far enough in cutting back. Under his budget our revenue would be $2.9 million less than last year's funding level. To decrease further our budget, the District would have to consider the possibility of reducing or eliminating totally some of its instructional programs and support services. Nonpersonnel expenditures, e.g., supplies and maintenance, would be subject to review for additional reductions and possible elimination. Support costs in the personnel area would be examined similarly. However, the support system for the District's instructional and student personnel programs is not capable of withstanding cuts that would make a significant contribution to a solution of the budget problem. Inevitably, classes, counseling appointments, tutoring assistance and library service and related personnel would have to be cut back.

The 1983-84 State budget currently provides this District a revenue of $34.9 million to educate 18,866 full-time students at $1,850 per student. In 1979-80, four years ago, we received $33.7 million to educate 18,403 full-time students at $1,830 per student. The amount of funding per student has increased by $20, only slightly more than one percent for the four-year period. During that time period, the inflation rate was 43 percent.

There is some hope that the legislature and Governor will re-examine the community college finance problem after August 15. Our recommendation for the Official Budget will be developed after the legislature has reconvened and considered this issue.

At the conclusion of Dr. Buttimer's remarks, discussion followed on the question of tuition and the kinds of additional budget cuts that may have to be made.

September 7

Public Hearing of the Official Budget, Fiscal Year 1983-84

At 7:36 p.m., President Baldwin called to order the Public Hearing of the Official Budget for fiscal year 1983-84 in accordance with the California Education Code, Section 85003. Chancellor Buttimer made the following comments about the Official Budget:

Since the tentative budget was adopted in June, it has become necessary to reduce our base revenue (property tax plus State apportionment and State tax relief) by approximately $2.9 million. While there are rumors that the legislature and Governor may reach a compromise which would increase that figure, nothing has happened yet.

To bring our official budget into balance, the following adjustments to the tentative budget are recommended:

Cuts in expenditures:	
Maintenance	$240,000
Equipment replacement	100,000
Reserve for 1984 summer session	400,000
750 classes in the spring semester	833,000
8 positions (6 faculty, 1 manager and 1 classified)	262,000
Allocations to colleges for supplies, repairs, hourly salaries, etc.	307,000
Balances carried forward for maintenance and energy adjustments	108,000
Reduce by attrition classified staff by 4.8 FTE	69,000
Total Cuts	$2,319,000
Decrease in Reserve	600,000
Total	$2,919,000

In conclusion, Chancellor Buttimer stated that these changes eliminate totally the District-wide budget for maintenance and equipment replacement. The budgeted end-of-year balance at June 30, 1984, is approximately $600,000, less than 2 percent of our projected expenditures. It should be noted that in spite of these cuts, expenditures exceed revenues for the year. During the year, attempts will be made to reduce the extent of deficit financing so that our fiscal situation in 1984-85 does not deteriorate more than necessary.

Comments from the Board and audience followed. Dr. Winters described the cuts as staggering and asked if there was any hope. Dr. Buttimer stated that the hope is for a last-minute compromise on community college funding which would restore the Governor's cuts. If a compromise is not reached, Dr. Buttimer said he could foresee a redefinition of the role of community colleges.

Mr. Ross asked if the budget could be held over. Dr. Buttimer responded that the District was required by law to adopt a final budget by September 7; however, if additional funds are forthcoming, the budget could be readvertised and readopted.

There was discussion on possible decline in enrollment as a result of tuition. Dr. Buttimer said, based on experience in other states, studies have shown a 5-8 percent enrollment loss with a modest level of tuition.

Bob Zavala, FSCC President, said the faculty is "bracing for the storm" and suggested that now is the time for everyone to work together toward a common goal.

Les Birdsall, United Faculty President, urged faculty and students to telephone legislators to urge a compromise. Mr. Birdsall said the position of the United Faculty Executive Board is that "the community college system is in trouble and compromise is the only way out; if that means fees, then we approve."

Mr. Ross requested information on how other districts are handling their budget cuts. Dr. Buttimer said the Chancellor's Office in Sacramento is preparing that information.

There being no further comments, the Public Hearing on the Official Budget was closed.

October 5

Dr. Buttimer stated that his earlier recommendations concerning intercollegiate athletics were part of the annual program review report presented in March. However, there was no precedent or process in place to review this type of activity. Dr. Buttimer said a few of the actions taken in March should now be rescinded because they are in conflict either with campus processes for recommending new courses or the provisions of the collective bargaining agreement with the faculty.

On motion of Mr. Moses, seconded by Rev. Farr, by unanimous vote, the Governing Board rescinded the following actions that were approved March 9, 1983, Board Report No. 38-B:

1. The re-establishment of golf at Diablo Valley College.
2. The partial reassignment to Diablo Valley College of the faculty member coaching golf at Los Medanos College.
3. The partial reassignment to Diablo Valley College of the faculty member coaching women's tennis at Los Medanos College.

November 9

Acceptance of Audit Report of 1982-83. David Dunlap of Deloitte, Haskins & Sells presented the annual audit report of the District. Financial statements of the District for the year ended June 30, 1983 were examined and a study of the District's system of internal accounting control was made. Mr. Dunlap reported no material weaknesses in the procedures of the District. In addition to the evaluation of internal accounting control, certain compliance tests were performed as outlined in the *Standards and Procedures for Audits of California Local Educational Agencies;* Mr. Dunlap reported that nothing came to his attention that caused him to believe the District had failed to comply with State requirements. He congratulated the District on a completely clear report. Additionally, he thanked Clare Luiselli, Dale Fink, and key campus personnel in the areas of Associated Students, Bookstore, Cafeteria and Financial Aids for their excellent cooperation.

Dr. Buttimer expressed his appreciation to Clare Luiselli and Dale Fink for their effective management of the fiscal affairs of the District. He noted that some of his counterparts are not so fortunate to have the same kind of quality personnel and are therefore suffering fiscal difficulties. Dr. Buttimer emphasized the complete confidence he has in District personnel. Les Birdsall, United Faculty President, reinforced Dr. Buttimer's praise of Clare Luiselli and Dale Fink.

On motion of Rev. Farr, seconded by Mr. Ross, by unanimous vote, the Governing Board accepted and ordered filed the Audit Report on Examination of Accounts for the fiscal year ending June 30, 1983 completed by Deloitte, Haskins & Sells.

Resignations and Retirements - Bill Tarr, speaking on behalf of the Diablo Valley College faculty, expressed gratitude to Dr. Niland for the quality of leadership he has provided over the years. During the period of threat of student protest and what could have been a very disruptive time, Dr. Niland effectively dealt with the situation in a quiet, dignified manner. In addition, he stated that Dr. Niland has been a very humane and fair leader who will be missed.

Les Birdsall noted that he and Dr. Niland joined the District at the same time. Mr. Birdsall stated that President Niland is very well liked by the faculty. He added that Diablo Valley College has prospered in his tenure, the result being that the college is highly respected in the state. Mr. Birdsall wished Dr. Niland well in his retirement.

Bruce Carlton acknowledged the retirement of Henriette Lovett and stated that she would be sorely missed. On the retirement of Ray Dondero, Mr. Carlton said, "He has been a real breath of fresh air for us."

Dr. Mims stated, "I can't say enough of Ray's leadership at Contra Costa College; he is a giant in the field of education."

Rev. Farr noted that because of Ray Dondero's fine leadership, the last couple of years have been the quietest since he joined the Governing Board. He said, "Ray has done an excellent job and we will miss him." On President Niland's retirement, he said, "Dr. Niland has always been a steady hand in the District, and we are grateful for his effective management and leadership."

Dr. Buttimer related some fond recollections of Bill Niland and Ray Dondero when their paths crossed before joining the District. The first professional meeting with Dr. Niland occurred when he was affiliated with the University of California and had the responsibility of coordinating practice teaching assignments for prospective community college faculty. Dr. Buttimer was a dean at the time and recalled working with Dr. Niland in an effective manner on these occasions. Somewhat later, when both Dr. Niland and Dr. Buttimer were college presidents, they would spend time swapping anecdotes and telling war stories when attending regional or statewide meetings.

Mr. Dondero and Dr. Buttimer go back an equal amount of time and share early life experiences in San Francisco. During their common period of service in the District Office, their relationship was strengthened as they worked together professionally.

Dr. Buttimer stated that he feels the District has benefited significantly from the professional contributions of these fine educators.

Ray Dondero	President, CCC	effective 6/30/84
William Niland	President, DVC	effective 6/30/84

January 11

The Board approved the revised Board Policy listed below:

Board Policy 3007

Philosophy and Requirements for Associate Degree and General Education

Philosophy on General Education

The General Education component of the curriculum developed at each of the colleges in the Contra Costa Community College District is designed to provide the student with the knowledge, attitudes and skills needed by a person to be an effective individual in our society. A college-educated person should understand the variety of means through which people comprehend the modern world and the interrelatedness of certain basic principles, concepts and methodologies, both unique to and shared by the various disciplines.

General Education is intended to lead to better self-understanding and the ability to evaluate and appreciate the physical environment, culture and society in which one lives.

Graduation Requirements for an Associate Degree

A student is eligible for graduation with the Associate in Arts or Associate in Science degree after the satisfactory completion of sixty (60) units of work with a grade point average of 2.0 (C) or better, including the specific requirements outlined below:

GRADUATION REQUIREMENTS*

	Minimum No. of Courses	Minimum No. of Courses
DISTRICT AND STATE GENERAL EDUCATION REQUIREMENTS		
Ethnic course emphasis shall be offered in one or more of the areas listed in this subdivision.		
Physical Education Activity Courses	2	2
Natural Sciences	1	16
Social and Behavioral Sciences	1	
Humanities	1	
Language and Rationality	1	
		18
General Education requirements are to include competency in Health Education and American Institutions and proficiency in writing and mathematics. Each college will determine how these competencies and/or proficiencies will be met.		
Major Field		18
Free Electives - Maximum		24
TOTAL		60

*This outline of graduation requirements is supplemented by a statement at each college which explains the specific manner by which these requirements may be fulfilled. The interpretation of the requirements at each school may produce slight variations and full information may be obtained in the college catalog. Each college may make additional course requirements.

Education Code Section 72285

February 15

Consideration of Proposed New Board Policy 5022, Community Services Program

Dr. Winters asked if the wording on this policy is State mandated. Dr. Buttimer didn't think so although the community service function is one of the primary functions dealt with in the accreditation process. The objective is to try and expand the community service program to provide opportunities in the area of classes and activities which would be self-supporting and that would be beneficial to the college in the process.

Dr. Winters questioned the wording, "These classes and activities may be supported by fees." He asked how the determination would be made as to which would be supported by fees and which would not. Dr. Winters suggested that a uniform policy be adopted and that the wording be changed from "may" to "must."

Mr. Carhart disagreed, stating that if fees were required, some activities aimed at special interest groups could not be offered. He said mandated fees would prevent the campuses from getting involved in certain kinds of activities. He cited as an example the Concierto de las Americas which had been offered for the Hispanic community for the past ten years. That activity would not continue if fees were charged.

Mr. Dondero said required fees would put the campus in the position of charging for such activities as those offered during Martin Luther King week.

Dr. Winters pointed out that there is no longer a community service fund, and he had concerns over financing these activities from the general education fund.

Mr. Dondero said it is possible to make a profit on those activities for which we charge and use some of the profits to finance other activities with no charge.

Dr. Winters said it bothered him to take from one group because you feel you owe another group. He further stated that we must address the question of the mission and priorities of community colleges. What is our purpose in 1984 under the conditions that exist now?

(Proposed New Board Policy 5022 follows.)

Board Policy 5022

Proposed
COMMUNITY SERVICES PROGRAM

The community services program encompasses educational, cultural and recreational classes and activities which the college provides for its community over and beyond regularly scheduled day and evening courses.

Each college in the District will develop community services classes and activities of value to all communities throughout the District but designed primarily for the service area of the college. These classes and activities may be supported by fees.

Presentation on Flexible Calendar by Faculty Senates Coordinating Council

Bob Zavala, Faculty Senates Coordinating Council President, provided the Board with background information on the formation of the FSCC Calendar Reform Committee and commended the Committee for a fine job. He then introduced Committee Chairman Bill Harlan.

Mr. Harlan presented an historical overview leading up to the present flexible calendar proposal before the Board. Mr. Harlan emphasized that the central issues of calendar reform were what would make the most effective and efficient structure and what would serve the students best. The Committee has met with the college Presidents and Chancellor and has surveyed students and faculty, receiving overwhelming support for the proposed calendar. Mr. Harlan then presented to the Board the attached outline entitled, "Argument in Favor of the Flexible Calendar for Fall 1984," and addressed each point.

Since 1978, hundreds of calendar options have been examined, Mr. Harlan stated, and it is felt the proposal presented tonight is the most streamlined and most beneficial to students and has the least disadvantages. The procedure insures a very high degree of accountability, by far more rigorous than any other plan examined.

Under the proposed flexible calendar, Mr. Harlan stated that the fall semester would begin the week before Labor Day, August 27, and end December 22. The intersession would be held January 8-18 and the spring semester would start January 22 and end May 30.

Gil Rodriguez outlined the kinds of activities that could be scheduled during intersession.

Following the FSCC presentation, Mr. Harlan invited questions from the Board. There followed a question and answer period.

In closing, Mr. Harlan requested the Board to consider very carefully the flexible calendar proposal and urged at least tentative approval as soon as possible because of the necessary planning to make a changeover of this type.

President Winters thanked Mr. Harlan for his enthusiasm and eloquent presentation. Dr. Winters said, "I believe that the flex calendar will work because the faculty want it to work."

February 29

Special Meeting adjourned to Executive Session. At this meeting Chancellor Buttimer informed the Board that the deterioration of his poor health over the past few months was diagnosed as a brain tumor and that he would undergo surgery and therapy following the operation.

March 7

On motion of Mr. Moses, seconded by Rev. Farr, by unanimous vote, the Governing Board approved the Waiver of Provisions, Paragraph 37, of Board Rules and Regulations and approved the employment of Phyllis L. Wiedman as President of Diablo Valley College, effective July 1, 1984, at an annual salary of $54,612. [Dr. Wiedman received her A.B. and M.A. from Stanford University and her Ed.D. from Brigham Young University. Her previous position was President of Cuyamaca College in the Grossmont-Cuyamaca Community College District. Prior to this last position, Dr. Wiedman has served as Vice President, as Dean of Student Personnel and as a counselor and instructor and Associate Dean at DeAnza College in the Foothill-DeAnza Community College District.]

Following Board action, Dr. Winters introduced Dr. Wiedman. He expressed the Board's pleasure in having such an outstanding person take the helm from another outstanding person in reference to Dr. Niland. Applause for Dr. Wiedman was led by Dr. Niland.

Dr. Wiedman said, "I am delighted to be joining you, and I look forward to working with you. It is a dream come true--like coming home. Diablo Valley College is such a fine institution."

DVC STUDENTS

PRESIDENT DR. PHYLLIS WIEDMAN
Diablo Valley College
1984 - Present (1986)

Dr. Winters expressed appreciation to all the applicants, commenting that there had been an outstanding selection of candidates. He noted that, while the decision was not simple and easy, a part of the process that made it easier for the Board was the work done by the selection committees. Dr. Winters thanked the committee members individually for their time and endless hours, stating, "It is to your credit that we have such a fine selection."

Application Review Committee: Don Brunner; Richard Dudley; Ina Rae Lapum; Doris Lopez, Chairperson; Susan Marshall; Martha Schoonover.

Screening Interview Committee: Barbara Baldwin; Virginia Brunell; Bob Flanagan; Arlene Grieve; Clare Luiselli, Chairperson; Terry Shoaff; Scott Stephens; William Walsh.

Dr. Winters stated that the program review summary showed a tremendous amount of preparation and was significant in reflecting the changing times in community colleges. He added that community colleges have always been the leaders in change and adaptation to change; they are the most flexible and innovative group in education today. Dr. Winters recognized, however, that some of the changes can be painful.

On motion of Mr. Baldwin, seconded by Mr. Moses, the Governing Board approved the Waiver of Provisions, Paragraph 37, of Board Rules and Regulations and accepted the attached report titled "1983-84 Program Review Summary."

Mr. Ross reviewed details of the flexible calendar presented for approval. Under the new calendar, the fall semester will begin before Labor Day (August 27) and end December 22. The spring semester will start January 22 and end May 30.

Bill Harlan stated, "This represents part of the spirit of change and adaptation that Dr. Winters alluded to. It is something that a great many people have been involved in. We want to make it as unique an experience as everything else in this District, and we look forward to it."

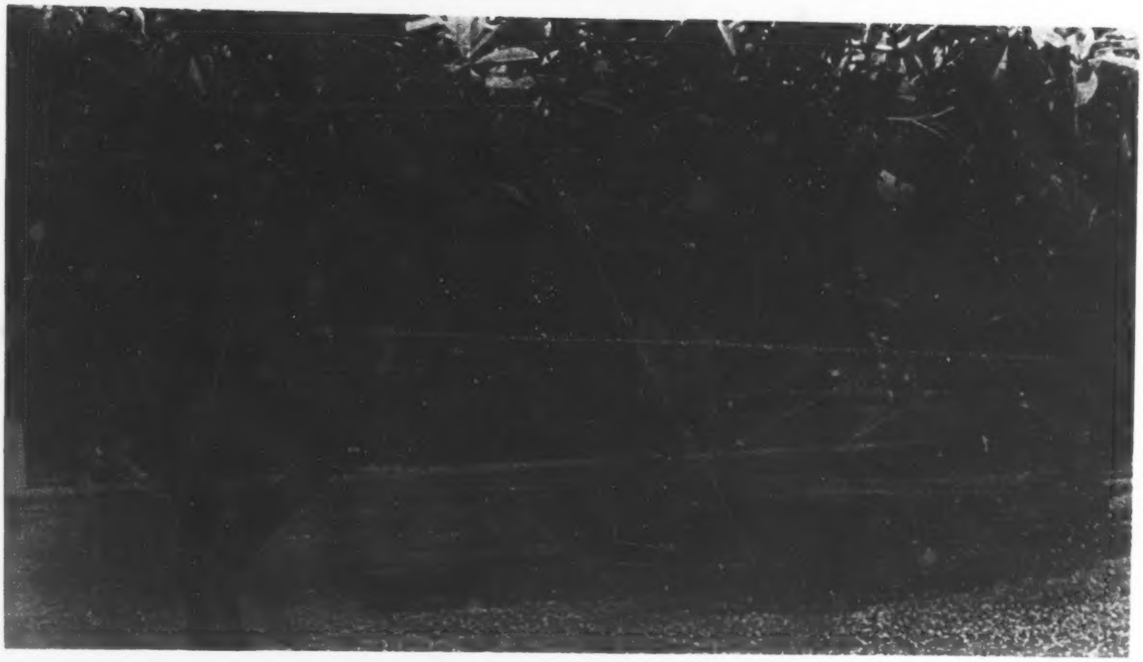
Dr. Winters said he admired the enthusiasm of the faculty but noted that the real burden of success of the calendar falls on the faculty.

Mr. Moses said Dr. Wiedman has had experience with the flexible calendar and shared some of her time to inform the Board of the pros and cons which was very instructive. Mr. Moses emphasized Dr. Winters' comments to the faculty stating, "We are very enthusiastic because you are very enthusiastic."

On motion of Rev. Farr, seconded by Mr. Ross, by unanimous vote, the Governing Board approved the Waiver of Provisions, Paragraph 37, of Board Rules and Regulations and approved the attached college calendar for the 1984-85 academic year.

Agreement Between Ray Dondero and Peter Silva. Roll call vote required. Dr. Winters asked if there is a legal reason this agreement is made between individuals rather than entities. Mr. Dondero responded that for five years the County Counsel's office and representatives from the Mexican American Legal Defense Fund had been unable to reach a settlement. Mr. Dondero stated that he was named by Dr. Buttimer and Pete Silva was named by MALDEV to begin discussions. The attached settlement is the result of about six months of talks. The agreement will result in vacating the consent decree from the federal courts.

On motion of Rev. Farr, seconded by Mr. Baldwin, by the following roll call vote: Dr. Winters - aye; Mr. Moses - aye; Mr. Ross - aye; Rev. Farr - Aye; Mr. Baldwin - aye, the Governing Board approved the agreement between Ray Dondero, President of Contra Costa College, and Peter Silva, Chairman of the Contra Costa College Chicano Studies Program, concerning the curriculum and opeations of Contra Costa College in light of the Consent Decree in Crofts vs. Board of Governors.



CCC STUDENTS

PRESIDENT DR. DOREEN CANDY ROSE
Contra Costa College
1984 - Present (1986)

Other

Dr. Winters acknowledged the absence of Chancellor Buttimer due to illness and on behalf of the Board wished him well.

April 11

Execution of Agreements. Bob Zavala, addressing the Board on the hiring of Karl Drexel as Acting Chancellor, stated, "We think you couldn't have made a better decision and we are delighted to have Mr. Drexel here again."

Dr. Winters said the Board is also delighted. He further stated that the District is fortunate to have a man of Karl Drexel's expertise and wisdom available to help us through this difficult period.

Mr. Drexel said, "I take this with a great deal of pride in the fact that you have the confidence that someone from the 'over-the-hill' gang can come back and produce. I appreciate the confidence, and I hope that I can produce so that all of that confidence is warranted."

On motion of Mr. Baldwin, seconded by Rev. Farr, by unanimous vote, the Governing Board authorized the Assistant Secretary to execute the following agreement and amendments to agreements:

1341 Professional Personnel Leasing, Inc., for the professional services of Karl O. Drexel to the District for the period April 16, 1984 through July 31, 1984, at a monthly rate of $5,600.00 plus a billing rate of 20%, in addition to reimbursement of actual and necessary expenses.

President Winters, on behalf of the Board, expressed continued concern about Dr. Buttimer. Chancellor Buttimer remains in Kaiser, Walnut Creek, where his condition is grave. Everyone's thoughts are with Dr. Buttimer and his family at this time, said Dr. Winters.

May 9

Three speakers addressed the Board with concerns regarding the selection process for the president of Contra Costa College. They were Charles Allums, Division Chair, Counseling Division at Contra Costa College; Earl Meneweather, retired administrator of Humboldt State University; and William Love, Affirmative Action Officer, Peralta Community College District. Their comments centered on whether the Board had sufficiently recruited and considered black candidates. They urged the Board in future deliberations to be particularly sensitive and mindful of the need for a black president at Contra Costa College based on the high percentage of minorities in the surrounding community.

Dr. Winters took umbrage at the insinuation that the Board had not given fair consideration to the two black finalists and that the final selection had been based on anything other than the most qualified. He emphasized the Board's obligation to choose the best person, and he stood firmly behind their selection.

Mr. Ross didn't think the comments that had been made were meant as a challenge to the Board but rather at the process; however, he wanted to relate to the speakers the Board's sensitivity to the questions raised about the process and discrimination. He said these concerns had been the subject of much deep thought and discussion on the part of the Board. He reiterated Dr. Winters' statement that selection was made purely on the basis of qualifications. In response to the speakers, he said he was satisfied that the Board took into consideration every possible factor that they would like to have been taken had they been candidates.

Mr. Moses said the selection team referred five candidates to the Board for consideration. He felt he was being told by the speakers that the Board should have disregarded three out of the five candidates. To do that would have been a complete abrogation of the responsibility that the Board was charged with. He stated that the choice was based on the best qualified person, and he was comfortable with the Board's decision.

Joseph Madar, Student Body Senator at Contra Costa College, commended the Board for their hard work in the selection of a fine candidate. He said the racial background of the president did not matter to him, but rather what the person can do for the campus and the quality of education provided. He felt Dr. Rose was selected for her qualifications and potential.

In introducing and welcoming Dr. Rose, Dr. Winters said she is a person with such outstanding ability that only good things can happen with the support of the community and staff.

Dr. Rose said she was pleased to be a part of the community. She appreciated what had been said by all the speakers and hoped this spirit could be channeled into a common goal for the good of the college and community. She looked forward to this challenge and to working with all concerned.

Dr. Winters thanked the members of the Application Review Committee and Screening Interview Committee for their many, many hours spent in discussions, reading and evaluating applications and interviews and for sending the Board five outstanding candidates.

Application Review Committee Members: Kurt Chang, Grant Cooke, John Diestler, Doris Lopez, Charles Tinsley and Donald Wieber.

Screening Interview Committee Members: Bruce Carlton, Ray Dondero, Dean Eaton, Wanda Gallerson, Ed Greene, Clare Luiselli, Virgie Renty, Doug Sabiston, Cassandra Simmons.

On motion of Mr. Moses, seconded by Mr. Baldwin, by unanimous vote, the Governing Board approved the employment of Doreen K. Rose as President of Contra Costa College, effective July 1, 1984, at an annual salary of $57,396. [Dr. Rose received her M.A. from University of California at Berkeley and her Ed.D. from University of Southern California. Her previous position was President of Mission College in the West Valley District. She also has served as an interim Superintendent in that District for one year. She joined that district as a speech instructor in 1970.]

June 6

Resolutions for Retiring Presidents, Raymond Dondero and William P. Niland. Roll Call Vote Required. Dr. Winters, on behalf of the Board, praised Presidents Dondero and Niland for their exceptional contributions to their colleges, the district and the community. Dr. Winters further added that he will personally miss them both.

On motion of Mr. Moses, seconded by Mr. Baldwin, by the following roll call vote: Dr. Winters - aye; Mr. Moses - aye; Mr. Ross - aye; Rev. Farr - absent; Mr. Baldwin - aye, the Governing Board adopted the attached resolutions to Raymond Dondero and William P. Niland for meritorious service.

[Raymond Dondero is retiring after a second term as president of Contra Costa College which began two years ago. He previously held the post at the San Pablo campus from 1965-69. Between terms, he served in a variety of roles at the district office starting as assistant to the superintendent and ending as vice-chancellor for personnel services. Dondero, 61 years old, lives in Orinda.]

[Diablo Valley College president William P. Niland is retiring after 19 years at the Pleasant Hill campus and 40 years in education. Prior to taking on the leadership of DVC, Niland had been a Kellogg Fellow in Higher Education at UC Berkeley and past president of Coalinga Junior College. The 65-year-old Niland is a resident of Walnut Creek.]

CONTRA COSTA COMMUNITY COLLEGE DISTRICT

RESOLUTION

RAYMOND DONDERO
President of Contra Costa College

WHEREAS, Raymond Dondero will retire in June, 1984, from his position as President of Contra Costa College, having contributed immeasurably to the college and the district for thirty years, serving the college as instructor, Dean of Instruction and President, and the district as Assistant to the Superintendent and Vice Chancellor for Personnel Services, and;

WHEREAS, since 1982, he has dealt skillfully at Contra Costa College with problems of declining enrollment, situations engendered by questions of tuition and the constant and changing financial considerations of community college funding, his achievements can best be measured by the benefits accruing to the students on whose behalf all of his work was done;

THEREFORE, BE IT RESOLVED that the Contra Costa Community College District Governing Board is proud to honor Raymond Dondero as he begins his retirement from the field he has served so long and well and hereby offers him the good wishes of all his peers and associates for many and happy productive retirement years.

PASSED AND ADOPTED THIS 6th day of June, 1984, by the following vote:

AYES: Dr. Winters, Mr. Moses, Mr. Ross, Mr. Baldwin

NOES:

ABSENT: Rev. Farr

President, Governing Board

Secretary, Governing Board

CONTRA COSTA COMMUNITY COLLEGE DISTRICT

RESOLUTION

WILLIAM P. NILAND
President of Diablo Valley College

WHEREAS, William P. Niland will retire in June, 1984, concluding nineteen years as President of Diablo Valley College and more than forty years of outstanding service to education, his career having included graduate work at Catholic University, teaching at Saint Mary's College and Coalinga Junior College, serving as Academic Dean at the former and President at the latter; appointment as a Kellog Fellow in 1962 at the University of California at Berkeley, completing his doctorate and serving as a lecturer in the School of Education, and;

WHEREAS, he became President of Diablo Valley College in 1965, guiding the college through the expansion of the 1960's and 1970's when it doubled in size, presiding as it became one of the most respected of the state's 107 community colleges, which transfers more students to the University of California at Berkeley than any community or private college in the state and ranks among the leaders in transfers to the state universities;

THEREFORE, BE IT RESOLVED that the Contra Costa Community College District Governing Board does hereby honor William P. Niland for his service to education and for the fine achievements which will remain, a testament to his unique competence, and hereby also, we convey to Dr. Niland our wishes for every joy and satisfaction in his well-deserved retirement.

PASSED AND ADOPTED THIS 6th day of June, 1984, by the following vote:

AYES: Dr. Winters, Mr. Moses, Mr. Ross, Mr. Baldwin

NOES:

ABSENT: Rev. Farr

President, Governing Board

Secretary, Governing Board

June 6 (continued)

The following proposed Board Policy 2018, Academic Freedom, was presented to the Board for a first reading. Board action will be requested at the June 27 meeting. Mr. Drexel pointed out that the Board of Governors has asked for a number of studies to be made and documents to be submitted by July 1, and a statement of academic freedom is one of them. Two years ago, the college presidents and Chancellor Buttimer developed the proposed policy in concert with some faculty members. At some point in the process, there were objections to the policy, and it did not proceed to the Board for consideration. Mr. Drexel reported that he had within the last few days discussed the statement with the Faculty Senate presidents and the necessity of adopting such a policy as required by Sacramento. Providing further background, Mr. Drexel stated that since 1965, a formal policy for our District was not needed because the faculties of the colleges recognized the philosophical concerns that the chancellor and presidents had for academic freedom, so adoption of such a policy was not necessary. Under the present circumstances, however, since a formal statement is required by the State Chancellor's Office, the Faculty Senate presidents and college presidents have agreed to proceed with the following policy.

Board Policy 2018

ACADMIC FREEDOM

"The Contra Costa Community College District affirms its belief in the academic freedom of faculty, management and students to teach, study, conduct research, write and challenge viewpoints without undue restriction.

Members of the college faculty are citizens, members of a learned profession and representatives of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations.

As persons of learning with institutional affiliations, they should remember that the public may judge their profession and institution by their statements. Hence, they should at all times be accurate, exercise appropriate restraint, show respect for the opinion of others, and make every effort to indicate that they are not expressing their institution's views."

Other

Mr. Ross stated that Dean Lesher is to be complimented for his generosity, and the Board is glad to be able to take advantage of it for our students. On motion of Rev. Farr, seconded by Mr. Baldwin, by unanimous vote, the Governing Board authorized the Assistant Secretary to execute the sale of 160 shares of stock in Lesher Communications, Inc., and the sale of 30 shares of stock in California Delta Newspapers of Antioch, California, Inc., for $1,500 per share for a total of $45,000.00 to California Delta Newspapers of Antioch, California.

In addition, the Governing Board approved that proceeds of the sales be deposited in the Dean S. Lesher Scholarship Fund to finance the awarding of annual scholarships to deserving students with financial needs who are continuing their education at the California State University System.

On motion of Rev. Farr, seconded by Mr. Baldwin, by unanimous vote, the Governing Board approved the new Board Policy 2018, Academic Freedom.

On motion of Mr. Baldwin, seconded by Rev. Fall, by the following roll call vote: Dr. Winters - aye; Mr. Moses - absent; Mr. Ross - aye; Mr. Baldwin - aye; Rev. Farr - aye, the Governing Board approved the agreement between Ray Dondero, President of Contra Costa College, and Peter Silva, Chairman of the Contra Costa College Chicano Studies Department, concerning the curriculum and operations of Contra Costa College subsequent to the vacating of the Consent Decree in Crofts vs. Board of Governors.

June 27

Board Policy 2018 "Academic Freedom" was adopted by the Board.

JULY 1, 1984 - JUNE 30, 1985

BOARD MEMBERS William Baldwin
Lloyd Farr
William Moses
Eugene Ross
Dr. Lee Winters

August 8

Public Hearing of the Official Budget, Fiscal Year 1984-85

At 7:50 p.m., Vice President Moses, in the absence of President Winters, called to order the Public Hearing on the Official Budget for fiscal year 1984-85 in accordance with Education Code, Section 85003. Mr. Drexel presented the budget to the Board with the following comments:

"Although the budget bill fell short of the amount requested by the Board of Governors, the $77 million augmentation the Governor did approve was considerably more than his original budget.

"In addition to that augmentation to the community colleges and perhaps of greater importance, it appears to those who are close to the Sacramento scene, this augmentation represents a significant positive change in the political atmosphere. Maybe, maybe not. We shall see as the legislature and the administration deal with the 1985-86 budget.

"This year the augmentation meant an additional $1.5 million to us, but we are still not 'solvent.' We are still in a deficit spending mode and, unless this year's ADA is restored to the 1982-83 level, we are what is euphemistically called 'at risk.' In other words, if we don't get the ADA or unless legislation is passed giving those districts 'at risk' a 'hold harmless' agreement, we will again be in deep trouble."

There being no further comments, the Public Hearing on the Official Budget was closed and the regular meeting was called to order at 8:00 p.m.

Mr. Moses welcomed to their first official Board meeting new presidents Candy Rose and Phyllis Wiedman and student Board member, Mike deLaroche.

October 3

Resolution in Memory of Dr. Harry Buttimer. Following the reading of the resolution by Secretary Ross, Les Birdall, President of the United Faculty, delivered the following remarks:

"As representative of the faculty, I would like to say a few words about Dr. Buttimer. I've spent a lot of time thinking about him during the last six months. When it appeared there was little hope, I thought about what I would say on this occasion. There is no way to put what I feel about him into a few statements. Every time I think about one experience with him, another comes to mind. I remember when he would call me on the phone and say, 'Les, we have a problem.' That always meant - I had a problem.

"I regret that more of the faculty did not have a chance, as I did, to work closely with him.

"Dr. Buttimer was a big man. It was obvious he was very intelligent, but he never made you feel inferior; he had lots of power; but never misused it; he was many years from the classroom, but never forgot the teacher or the student; he had to make difficult decisions, but always thought carefully about the consequences; he managed a district with hundreds of employees, but cared about each individual.

"He overflowed with integrity, compassion and all those qualities that each of us wishes we had. I really miss him."

Mr. Drexel offered some personal recollections he shared with Dr. Louis "Dutch" Conlan, who was a President of City College of San Francisco and employed Harry.

"When our Governing Board offered Harry Buttimer the opportunity to come here, Harry said to Conlan, 'I have been offered the Superintendency at Contra Costa Community College District (Harry was at CCSF, then left and came back); you gave me the opportunity to come back to CCSF as Dean, Coordinator of Educational Management, then President, and I won't take this job unless you say it's OK.' Conlan said, 'Well, you have a hell of a Board to go to, one of the best; take the position with my blessings.'

"That showed the character of Harry Buttimer that many of us recognized. He would have sacrificed his chances of coming to this District if he had been given just a word from 'Dutch' that San Francisco needed him more - which they did."

Mr. Drexel related a passage in the eulogy delivered by Dr. Batmale, who was later Chancellor at CCSF, regarding Dr. Buttimer's interview by our Board. It was stated that if appointed, he would have to fill a very large pair of shoes. Harry replied, "I am really concerned about that but it shouldn't be a problem - after all, I wear size 13."

Mr. Drexel added, "Harry was a great guy, a tremendous person, one whom we all loved. He was a complex, private person and the best for this District. I know you join in our sorrow at his passing."

Dr. Winters in closing comments said, "Harry Buttimer's presence will be felt in my life and in this District for long, long years to come."

On motion of Mr. Moses, seconded by Mr. Ross, and by the following roll call vote: Dr. Winters - aye; Mr. Moses - aye; Mr. Ross - aye; Rev. Farr - absent; Mr. Baldwin - aye, the Governing Board adopted the following resolution in memory of Dr. Harry Buttimer.

RESOLUTION

In Memory Of
Dr. Harry Buttimer, 1923-1984

WHEREAS, Dr. Harry Buttimer, Chancellor of the Contra Costa Community College District since 1974, has died Friday, September 28th, 1984;

WHEREAS, Dr. Buttimer was an outstanding leader and skilled Chancellor who presided over many major developments within the District and was adept at managing the complex financial affairs of the District;

WHEREAS, he was immensely respected in academic circles as a distinguished and effective educator;

WHEREAS, he held the degrees of bachelor of science and master of business administration from the University of California at Berkeley and a doctorate from Stanford University's Graduate School of Business;

WHEREAS, his long career included 23 years' association with City College of San Francisco, beginning there as an instructor and eventually serving as its president;

WHEREAS, he is survived by his wife Beverly and three grown children;

WHEREAS, he was a man of integrity and principle and a good friend to all of us;

THEREFORE, BE IT RESOLVED by the Contra Costa Community College District Governing Board that the Board, the District and all his associates are deeply saddened by his death and offer condolences to his family. Further, that we are thankful and appreciative for all that he did for the District and will always be grateful that he touched our lives.

PASSED AND ADOPTED THIS 3rd day of October, 1984, by the following vote:

AYES: Dr. Winters, Mr. Moses, Mr. Ross and Mr. Baldwin

NOES:

ABSENT: Rev. Farr

President, Governing Board

Eugene H Ross
Secretary, Governing Board

October 3 (continued)

By unanimous vote, the Governing Board approved the employment of the following regular monthly classified employee, time subject to assignment, for the position and at the salary rate indicated below:

Name	Payroll Title	Monthly Salary Rate	Effective Date	Location
Austin, James R.	Director of Personnel Services and Employee Relations Range M10, Step 1 Full-time, 12 months	$3,841	10-29-84	Dist

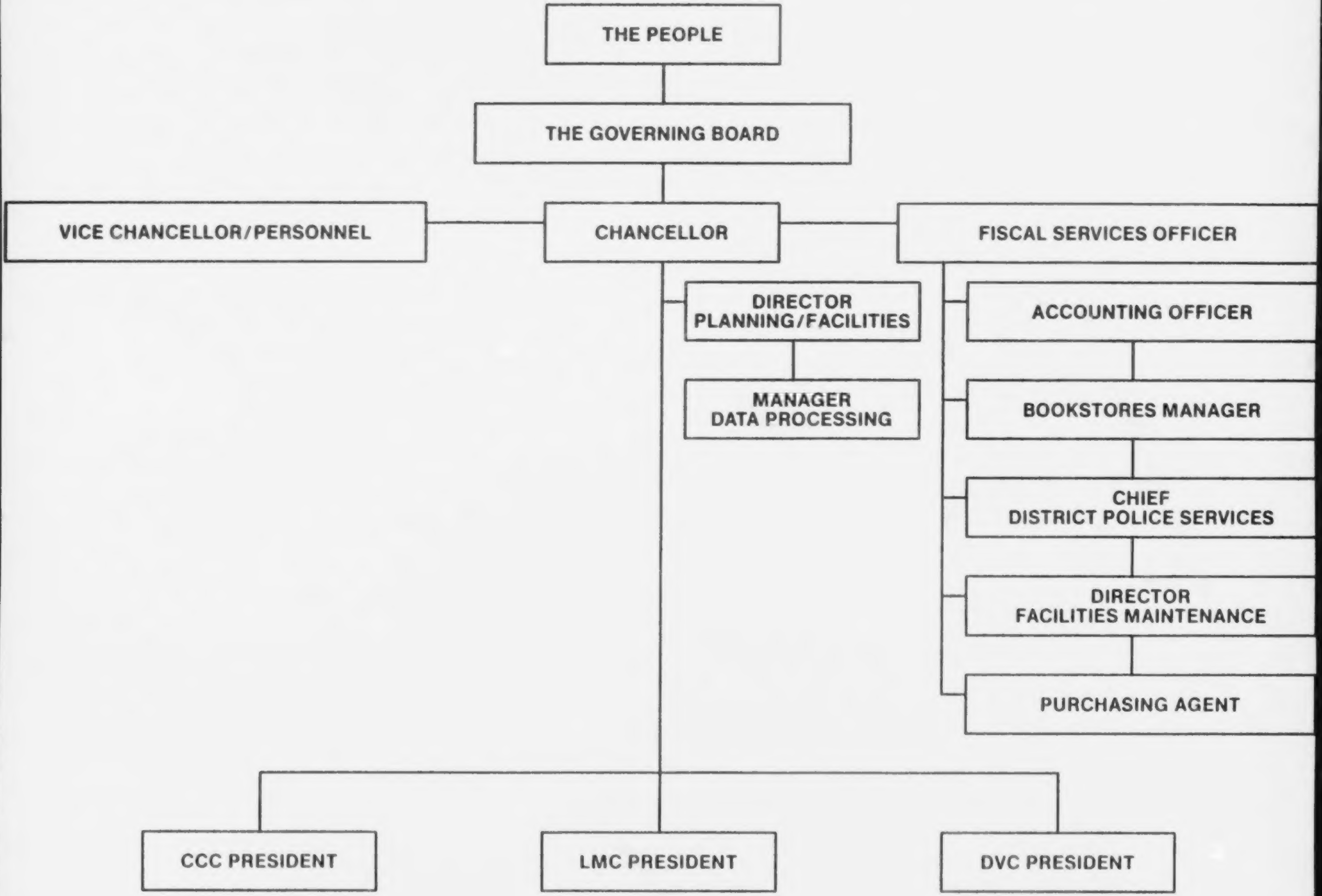
["Bob" Austin was the Employee Relations Officer for the Superintendent of Schools in Riverside County. He has a B.A. in English from Long Beach State University. He has done extensive graduate work at LBSU, Pepperdine and UCLA Institute of Industrial Relations. He has also conducted many seminars on Arbitration, Industrial Relations, Personnel and Public Administration at various universities and colleges throughout California.]

November 7

The Board appointed John I. Carhart Chancellor of the Contra Costa Community College District.

CONTRA COSTA COMMUNITY COLLEGE DISTRICT - 1984

DISTRICT ADMINISTRATIVE SERVICES


THE PEOPLE
THE GOVERNING BOARD
VICE CHANCELLOR/PERSONNEL
CHANCELLOR
FISCAL SERVICES OFFICER
DIRECTOR PLANNING/FACILITIES
MANAGER DATA PROCESSING
ACCOUNTING OFFICER
BOOKSTORES MANAGER
CHIEF DISTRICT POLICE SERVICES
DIRECTOR FACILITIES MAINTENANCE
PURCHASING AGENT
CCC PRESIDENT
LMC PRESIDENT
DVC PRESIDENT

THE PERIOD 1984 - Present

In brief:

The chancellorship of John Carhart is only in its third year yet much of significance has already transpired. All three of the District colleges have had new presidents appointed by the Board. Other top management positions have been filled and, as the aging teaching staff retires and some enrollment growth occurs, the freeze on hiring has thawed and new staff members have been added. The Board has approved DVC acting in concert with U.C., Berkeley and Hayward State University in an outreach program in higher education centered in San Ramon. A cooperative program with the University of London has been started to provide a semester abroad for participating students in the District. An appraisal of District directions is being made by staff members from the three colleges and the District toward recommending a revised master plan to the Board. The major task now engaging the Board and the Chancellor is that of forestalling State intrusion into District governance.

HIGHLIGHTS OF BOARD ACTIONS DURING THE JOHN CARHART CHANCELLORSHIP

(November 7, 1985 -)

- Karl Drexel was appointed Acting President of LMC. - December 5, 1984.
- Clare Luiselli resigned as District Business Officer to assume the position of Director of Business Services (LMC). - January 16, 1985.
- Dr. Chester Case, Jr. appointed President of LMC. - January 29, 1985.
- Chancellor Carhart presents his first "Review of Programs and Services." - February 13, 1985.
- Presentation on the activities carried on during the first "Flexible Calendar" - February 13, 1985.
- William Brown appointed District Business and Facilities Manager. - March 6, 1985.
- The Board approved the Employment Training Program for CCC. - April 10, 1985.
- The Board approved the implementation of the "Golden Handshake" policy. - May 8, 1985.
- William Harlan appointed Division Chairperson (Coordinator) of the new South County Center. - June 26, 1985.
- Presentation by William Brown of the '85-'86 budget. - August 7, 1985.
- The Board approved the leasing of space for DVC's Higher Education Center in San Ramon. - August 7, 1985.
- The Board approved agreement with Local #1 regarding the implementation of the salary and classification study. - August 7, 1985.
- A Public Hearing of Grievance by United Faculty. - November 6, 1985.
- The Board approved of the "London Program" - December 4, 1985.
- The Board approved 1986-87 College Calendar and Flex Activities. - March 12, 1986.
- Presentation on Program Review. - March 12, 1986.
- The Board approved a resolution regarding the reduction and displacement of classified positions. - April 9, 1986.

December 5

Nominations for Governing Board Officers for December, 1984 through November, 1985

Mr. Moses called for nominations for the offices of President, Vice President, and Secretary of the Governing Board for the period of December, 1984 through November, 1985.

Mr. Moses was sorry that President Winters was not able to be present for the meeting and praised his "stalwart leadership" during a year of transition for the District. He added that because of extraordinary circumstances, which included the illness and death of Chancellor Harry Buttimer and the retirement of two college presidents, Dr. Winters directed the District through a complete change of top management. Mr. Moses said, "We were fortunate to have had Lee Winters as Board President during those troubled times and, additionally, are fortunate to have staff such as Clare Luiselli, Karl Drexel, Jack Carhart and the new presidents."

Rev. Farr spoke of Dean Lesher's editorial regarding the gratitude the District owes to Karl Drexel and George Gordon for their many contributions to the Contra Costa Community College District. He was in agreement with Mr. Lesher that an honor should be bestowed on these two great men and said, "As one member of the Board, I am going to see that this is followed through."

Rev. Farr further stated:

"We have a tremendous District due to the excellent staff who have made so many contributions. Lee Winters has led us in this endeavor for excellence. Where else would you find a District that would hire two new women presidents, bring back a former chancellor, and hire a native son for chancellor?"

On motion of Rev. Farr, seconded by Mr. Ross, Mr. Moses was nominated for the office of President. Nominations were closed and by unanimous vote, the Governing Board elected William P. Moses as President for the period of December, 1984 through November, 1985.

Following that action, Mr. Ross was elected Vice President and Rev. Farr was elected Secretary.

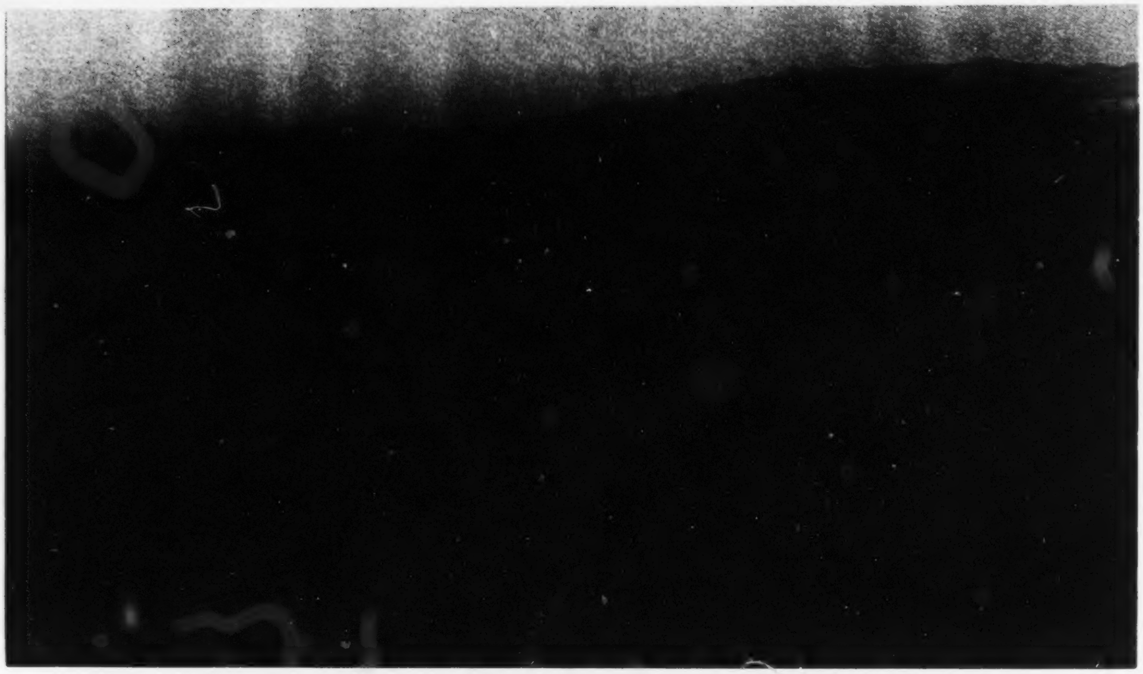
By unanimous vote, the Governing Board authorized the Assistant Secretary to execute the following agreement.

> Professional Personnel Leasing, Inc., for the professional services of Karl O. Drexel to the District for the period January 1, 1985 through February 18, 1985, at a monthly rate of $5,600.00 plus a billing rate of 20%, in addition to reimbursement of actual and necessary expenses.

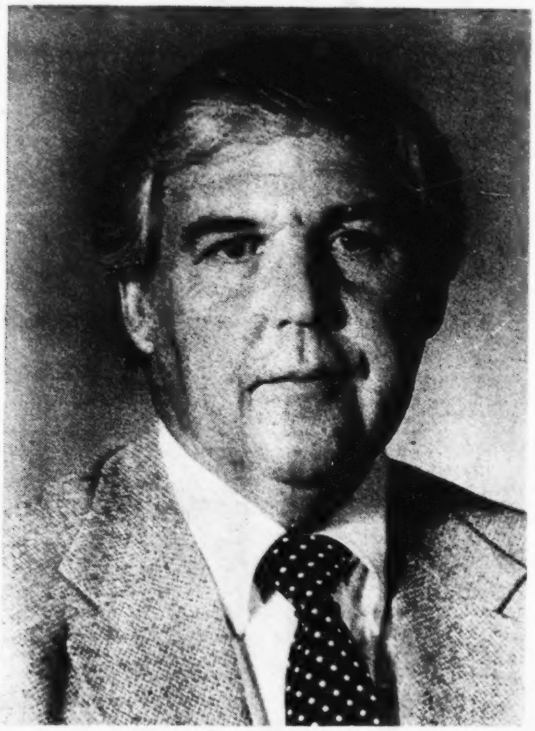
[Ex-Acting Chancellor Drexel has agreed to serve as Acting President of LMC until such time as a new President was selected.]

On motion of Mr. Ross, seconded by Rev. Farr, by unanimous vote, the Governing Board authorized the Contra Costa College President to appoint community counselors at selected high schools to assist with enrollment and student articulation through Contra Costa College. In addition, the Governing Board approved that each counselor be paid a stipend of $100.00 per semester.

[Before any colleges were established and upon the recommendation of Superintendent Drummond McCunn, the Board approved the appointment of Community Counselors throughout the District. Among those who served, two joined the permanent staff of the new college, C.C. West Campus--Elizabeth Johnson as an English teacher and reading specialist, and Karl Drexel as an Assistant Dean.]



Diablo Valley College



CHANCELLOR JOHN I. CARHART
November 7, 1984 - Present (1986)

Mr. Drexel provided background information on the Education Center Authority Board. In 1971, Contra Costa County and the Contra Costa Community College District formed a Joint Powers Agency as allowed by the Government Code. The agency was formed to finance and construct the George Gordon Education Center. Education Center Authority Board members are Raymond Chapot and Glenn Clemetson (District representatives) and Thomas Coll (County representative). This Board meets annually regarding the administration of an ongoing contract.

Because of a close association with Mr. Chapot, Mr. Ross felt he should abstain from voting on his reappointment to the Authority Board. With one abstention, there would not be enough votes to carry, so Board members agreed to table this item until the January meeting.

January 16

Consent Agenda

Minutes of Organization/Regular Meetings Held December 5, 1984 and Special Meeting Held December 18, 1984 - Mr. Moses requested that the minutes be removed from the Consent Agenda. Because Dr. Winters was unable to attend the December 5 meeting, Mr. Moses wished to expand on his comments made at that meeting regarding Dr. Winters' term as Board President and deliver them in person. Speaking on behalf of the Board, Mr. Moses expressed appreciation to Dr. Winters for his efforts and those of the staff through very traumatic and difficult times. Mr. Moses said, "We were lucky to have you aboard during that time; your calm, cool attitude prevailed and was great for all of us." Dr. Winters commended the staff and their attitude and said the District was able to overcome tragedy and go on to something more positive.

The following assignment to a different classification was approved:

Name	Payroll Title	Monthly Salary Rate	Effective Date	Location
Luiselli, Clare				
From:	District Business Manager Range M12, Step 7 Full-time, 12 months	$5,185		Dist
To:	Director of Business Services Range M8, Step 7 Full-time, 12 months	4,245	4-01-85	LMC

[Miss Luiselli elected to resign her District position in order to return to the college campus.]

Demonstration of Diablo Valley College Counseling Information System - Jim Stubblefield, along with Marianne Goodson, Geri Green, and Jessie Stone, presented a hands-on demonstration of the Diablo Valley College Computerized Counseling Information System using several Apple microcomputers.

This system, now in use at DVC, enables the counselors to use the microcomputers in each of their offices to access a data base which contains all of the DVC majors and certificates and a large number of transfer majors which have been articulated with many universities such as UC Berkeley, CSU-Hayward, San Jose, San Francisco, and Sacramento. Eventually all of the lower division required courses for all of the majors offered by all of the public universities and selected private universities will be included in the system. The computer system is also used for word processing, counseling appointment statistics, budgeting, and in the future will be used to make counseling appointments.

Dr. Stubblefield distributed the attached flier, "The Computerized Counseling Information System." (Attachment on page 178 of Board minutes.)

January 29

On motion of Mr. Baldwin, seconded by Mr. Ross, the Governing Board approved the Waiver of Provisions, Paragraph 37 of Board Rules and Regulations and unanimously approved the employment of Chester H. Case, Jr., as President of Los Medanos College, effective February 1, 1985, at an annual salary of $58,560.00 (Range M14, Step 1).

In addition, Chester H. Case, Jr., will receive a monthly allowance of $200.00, effective February 1, 1985, for use of his personal vehicle for travel on District business within the Bay Area.

President Moses, on behalf of the Board, offered congratulations and best wishes to Dr. Case in his new position. Mr. Moses requested Mr. Carhart to convey the Board's appreciation to the Application Review Committee and Screening Interview Committee for providing a slate of quality candidates. Mr. Moses further stated that the Board's task was not easy, but they were very comfortable and pleased with the final selection. Mr. Carhart said a letter would be sent to the committees on the Board's behalf.

Dr. Case made the following comments to the Board:

> "I am very pleased and very honored to be appointed as the second President of Los Medanos College. It is an honor because of the quality of the school and quality of the District. It is a sobering responsibility, and I am looking forward very much to the challenge. Continuity is the theme that I will be following. I will pursue vigorously efforts to take active leadership right away. Jack Carhart is a hard act to follow."

Dr. Case joined the first Los Medanos College staff in 1974 as its Professional Development Facilitator (staff--Certificated and Classified--development). Later, as a result of Proposition 13, managerial cutbacks were necessary. Dr. Case's PDF position was eliminated and he returned to the teaching of history. He later served as Dean of the Social Sciences and Related Occupations at LMC.

February 13

Bob Zavala, President of the Faculty Senates Coordinating Council, speaking on behalf of the faculty and staff of the District, welcomed Dr. Chester Case as Los Medanos College's new president. Mr. Zavala, noting the many major changes within the District over the last few years with a new Chancellor, new Presidents and Deans, said the selection of Dr. Case completes the final piece of the puzzle. He described the selection as LMC getting the "cream on the top." Mr. Zavala said personally he was delighted to have Dr. Case as incoming president.

The report on Review of Programs and Services was amended to read "the remaining 10% rather than 15% in the second paragraph under Instructional Programs, page 1. Dr. Winters found the report very interesting and of value and commended the committee that worked on it for an outstanding job in pinpointing the programs that need to be turned around.

On motion of Dr. Winters, seconded by Mr. Baldwin, by unanimous vote, the Governing Board accepted the report titled "1984-85 Program Review Summary." (Report on pages 207-211, Board Minutes.)

Bill Harlan, Flexible Calendar Coordinator for the District, presented to the Board a report on the flex calendar program. In opening, Mr. Harlan expressed his appreciation to the Board for providing the opportunity for the calendar change. It was one year ago that he appeared before the Board requesting a change in the way college activities are scheduled. At that time, Mr. Harlan went over a lengthy process looking at alternative ways of arranging the college calendar. Mr. Harlan said, "Thanks to you, you voted to put the flex calendar into effect." Mr. Harlan described the scope of the changes. The fall semester classes began a week earlier and ran a week closer to Christmas. The spring semester classes began January 22 and will conclude May 30. For many faculty, nine days were spent in alternative activities, some for four days in August before classes began and a week in January. For the rest, nine days were spent in January. In order to bring this all about, each individual faculty member was asked to plan activities, get them approved and documented. That involved a great deal of paperwork, and management was particularly burdened. Faculty was deeply involved at all levels, and the classified staff was certainly involved in the calendar's success.

Each campus developed its own focus of priorities. One of the areas of great success was the involvement of part-time faculty in activities before the fall term began; 88% of them participated, many for the first time.

CCC chose to put emphasis on advising students; about 60% of their hours went into advising. It was very useful and increased student retention.

DVC targeted three areas: (1) registration assistance and advising, (2) staff development in workshops and curriculum projects, and (3) instruction - ongoing and special classes.

LMC planned collective activities to address priorities: (1) faculty retreat on issues of teaching strategies, addressed new demands for critical thinking from State, (2) articulation with local high schools, and (3) community awareness involving city managers from Brentwood, Antioch and Pittsburg.

Mr. Harlan described some specific faculty activities in the areas of instruction, recruitment, articulation and staff development which were very beneficial.

Instruction: The DVC dental program students were asked to come in for nine days in January for regular instruction. During this time, they were able to get much of the preliminary work done, and the result is the students felt much more secure about their program.

Recruitment: At CCC, Bill Moxley proposed an outreach program in the community. He was going to leave college materials in the libraries and then became involved in making contact with many local agencies, and this has developed into an ongoing program.

Articulation: The LMC science faculty picked up the sponsorship for a science contest which will bring students and teachers from 14 local high schools to LMC.

Staff Development: One of the DVC faculty offered a workshop on the U.S. Constitution.

In conclusion, Mr. Harlan said the flexible calendar is in the process of being evaluated. All the data is not yet in. In excess of 80% of the DVC faculty feel that the program was worth the change. Out of 124 responses, 5

LMC STUDENTS

PRESIDENT DR. CHESTER H. CASE, JR.
Los Medanos College
January, 1985 - Present (1986)

didn't feel it was worth the effort. Out of 410 students surveyed so far, the overwhelming sense is that they liked the calendar. For the next year, procedures are being improved and an attempt is being made to coordinate the activities among the three campuses.

Mr. Carhart reported that it was difficult to get an evaluation at this time because we haven't gone through a full year on the new calendar; however, the State requires an evaluation now. The management, faculty and staff should be applauded for accomplishing such a change within the time frame that was available. Mr. Carhart noted that the program must be evaluated in the long term in order for it to remain a creative, valuable program for a number of years. Under Mr. Harlan's leadership, Mr. Carhart felt certain this would happen.

March 6

The Governing Board unanimously approved the following appointment:

Name	Position	Monthly	Effective	Location
William Brown	District Business and Facilities Manager	$4,415	4/15/85	District

[Mr. Brown has an BBA in Accounting, Finance and Management from the State University of Toledo and an MA in Economics from the same university. His previous position was Dean of Business Services and Affirmative Action Officer in the Mendocino-Lake Community College District.]

April 10

Dr. Rose provided the Board with a summary description of the Contra Costa College Business/Training Center (copy in Official Minute Book). Contra Costa College has been working with the Employment Training Panel of the State of California in an effort to secure funding for a Business Training Center on campus. The Employment Training Panel is a group appointed by the Governor of the State to disburse unemployment insurance reserves for the purpose of private sector training or retraining. On March 22, Contra Costa's proposal was approved by the Employment Training Panel. Final approval and contract negotiations will occur during the last week of April. The college is seeking funding of about $900,000. This project will train over 400 workers during a 9-month period in information processing, terminal system operation, and office automation specialization. It will buy over $300,000 worth of equipment for the college plus a $200,000 portable unit. Dr. Rose said there has been a great deal of support from the Chancellor, the community and newspapers.

Dr. Winters commented that it seemed an exciting and ambitious project. Dr. Rose said it is a very fast-paced project with the starting date scheduled for June 1, 1985. It provides an opportunity for Contra Costa to work cooperatively with local business people to fulfill training needs that exist and at minimal cost to the District and to bring on campus a population that does not typically come to the college.

Mr. Ross asked if students being retrained for job employment would be encouraged to enhance their skills by taking other credit courses on campus. Dr. Rose responded that the hope is to develop the management and supervision program and offer courses on a more flexible basis. Contra Costa will try to make as attractive as possible its related curriculum and encourage these students with certificates of achievement.

On motion of Dr. Winters, seconded by Mr. Ross, by unanimous vote, the Governing Board approved conceptually the Employment Training Plan for Contra Costa College and authorized the Chancellor to negotiate and execute an Employment Training Panel agreement and appropriate amendments with the State of California, Employment Training Panel.

Request by W.S. Simpson to Address the Governing Board—Wally Simpson, speaking on behalf of the Academic Senate at CCC, expressed concern over the negative public reaction and perception of the college which has been generated by the University of California, Berkeley, Redirection Pilot Program. Mr. Simpson then read the attached letter to the Governing Board. Mr. Simpson said the primary concern is not that CCC was not one of the four community colleges included in the cooperative admissions agreement with U.C. but rather that a letter was sent to seniors in CCC's local feeder schools informing them that the way to get in to U.C. was through this redirection program and the resulting furor that was created among seniors and counselors because of U.C.'s letter. Mr. Simpson emphasized the insensitive and arrogant manner on the part of U.C. in which this redirection program was initiated. Comments from the Board and audience followed.

Rev. Farr said he had received numerous calls and felt that our students need to be apprised of the real side of the issue.

Mr. Carhart said he has had conversations with Mr. Simpson about this matter and is well aware of the faculty's position. In providing background, Mr. Carhart said three campuses, San Francisco City College, College of Alameda, and Laney College, have been in pilot programs with U.C. Berkeley for a number of years. The problem for us arose when Diablo Valley College was added, the reason being that of our District's three campuses, DVC transfers the greatest number of students to U.C. Berkeley. Mr. Carhart said he had communicated with U.C. Chancellor Heyman who is aware of how insensitive U.C. was on this issue. While he felt this problem needed to be addressed, Mr. Carhart hoped the agreement between U.C. and DVC would not be jeopardized.

Hector Cordova, Assistant Dean of Instruction with the Fremont-Newark Community College District, shared his views with the Board. He was also concerned with how the four colleges were selected and what criteria were used. He expressed his support of CCC and couldn't understand U.C.'s creating a situation that would cause divisiveness within a district.

Dr. Winters, a graduate of U.C., said it seemed to be a mistake in attitude toward community colleges rather than anything else. The word "insensitive" has been used, he added, and "arrogance" hasn't been used enough. He thought U.C. looked at us as a "convenience store" to package students for themselves and then cut them off when they choose, and he said he was annoyed and outraged at the manner in which they have treated us. Dr. Winters said a letter from U.C. qualifying what their true purpose is should be forthcoming. He felt they should clarify the confusion they have created. The damage happens at the counseling and student level where attitudes are set that the four community colleges selected are different than any other in the District.

Doug Sabiston of the CCC said the State Academic Senate is very concerned. The damage is in the minds of the parents, students and community, and he hoped that our Board would create a better articulation program with U.C. for the future.

Mr. Moses asked if anyone opposed the four recommendations presented by Mr. Simpson in his letter to the Board. Dr. Wiedman hoped that a letter to U.C. would be worded in such a way so not to jeopardize the pilot program at DVC and further stated that only 26 redirected high school students have chosen DVC and they are mostly from out of state.

Rev. Farr made a motion to direct our staff to prepare a letter to U.C. Berkeley expressing the Governing Board's concern in this matter.

Mr. Ross supported the thrust of Mr. Simpson's remarks. There was concern about the fourth point in Mr. Simpson's letter requesting that "U.C. Berkeley discontinue using such redirect letters and/or programs."

Mr. Carhart offered to draft a letter to U.C. that would not necessarily touch on all four points. Mr. Simpson said he would like our Board to request U.C. to write a letter of rescission to the letter sent to the high school students, couched in quieter tones than his four points, if desired.

Rev. Farr offered a reminder of the problem that existed when CCC considered itself a stepchild to DVC, and very positive things were done to elevate that image, and he didn't want that image to go back down. That is the reason, Rev. Farr stated, that U.C. Berkeley needs to readdress the original letter sent to the high school students.

Rev. Farr amended his motion to direct our staff to draft a letter to U.C. Berkeley to come from the Board and to take into consideration the comments made above. Mr. Ross seconded the motion. Passed unanimously. Mr. Carhart will draft a letter to be reviewed by President Moses, Wally Simpson and Bob Zavala.

[It wasn't necessary for Chancellor Carhart to send a letter to the University, the Coordinator of the Cooperative Admissions Program (CAP), Francisco J. Hernandez, Coordinator, Academic Preparation and Articulation Office, agreed to include Contra Costa College and formalized such an agreement with a "contract" between the University and Contra Costa College.]

Contra Costa College Presentation - President Candy Rose provided the Governing Board with an introduction to the unique characteristics of Contra Costa College. Areas covered were: Who are our current students? How are we doing? Where are we going? Dr. Rose stated that CCC will continue its tradition of excellence and continue to reach out to its communities. President Rose made available to the Board a survey which was distributed to students as a part of CCC's desire to evaluate and improve its programs and services.

Dean of Instruction Robert Martincich and College Skills Coordinator Holly Gritsch-De Cordova discussed the highlights of the college's assessment/advising program as it relates to student preparedness and the curriculum.

Introduction - Chancellor Carhart introduced Mr. William Brown, new District Business/Facilities Manager. Mr. Brown's first day with the District is April 15.

May 8

Implementation of "Golden Handshake" Agreement. Bob Austin provided the following background information for this Board Report. By agreement with the United Faculty, the District implemented the STRS "Golden Handshake" option for "employees who have not elected to participate in the Early Retirement plan found in 14.1 of the Collective Agreement." While certificated management employees cannot elect "...to participate in the Early Retirement plan found in 14.1," as they are not within the faculty unit, it is recommended that the Governing Board take action to amend its motion taken on April 10, 1985, so as to include eligibility of certificated management employees for participation in the "Golden Handshake."

Mr. Moses was of the understanding that the Golden Handshake provides a means for the employer to offer an incentive for the employee to retire. This action provides for the employee to initiate the request.

Mr. Austin concurred. In this case, the employee is the moving party. The agency merely makes the option available. The advantage to the employer is that it encourages people who have seniority to retire by giving them two years of service credit and enables the employer to replace with employees who will start at the early steps of the salary schedule. The District must certify that the net effect of this action will result in no cost to the District, and this must be verified and certified by the State Chancellor's Office.

Mr. Moses wanted the District's obligation clarified - whether or not the employee who opts for the Golden Handshake is eligible for a consultancy contract. Mr. Carhart said the agreement approved by the Board at the April 10 meeting clearly states that the Golden Handshake is an incentive plan available to employees who have not elected to participate in the Early Retirement plan (which allows for five years of consultancy services). Additionally, Mr. Carhart said while he originally was not convinced of the benefits to the District of the Golden Handshake, he now sees it as a means to have turnover and hire employees without adding to the budget. It enables the District to move the faculty median age from a higher level to a lower level; however, addressing one of Mr. Moses' concerns, the Golden Handshake option is in the employee's hands and not the employer's hands.

Dr. Winters said he was in favor of the Golden Handshake as an alternative for those employees who wish to retire and do not want a continuing obligation to the District.

On motion of Dr. Winters, seconded by Mr. Baldwin, the Governing Board unanimously approved amending Board Report No. 47-G, dated April 10, 1985, which approved the "Golden Handshake," to include eligibility of certificated management employees for participation in the "Golden Handshake."

June 26

The Board approved the appointment of William Harlan as the Division Chairperson (Coordinator) of the new South County Center. This is the first integrated and coordinated DVC off campus center. Previously DVC courses were offered in various locations in the San Ramon Unified School District. Now, in conjunction with the Extension Division of University of California, Berkeley and California State University, Hayward. Under this new management position, 25 courses are offered attracting an enrollment of 400 students. Additionally, DVC offered courses at San Ramon and California High Schools for 1300 more students.

JULY 1, 1985 - JUNE 30, 1986

BOARD MEMBERS
William Baldwin
Lloyd Farr
William Moses
Eugene Ross
Dr. Lee Winters

August 7, 1985

Public Hearing of the Official Budget, 1985-1986. William Brown's presentation indicated the following:

1983-84	Actual	$39,072,961
1984-85	Actual	$46,368,036
1985-86	Budget	$51,022,054

It was pointed out that through the efforts of many many people and the Governing Board's willingness to commit funds for development, this District was among the few in the state to increase enrollments in '84-'85. Board members praised the faculty and the staff (Clare Liuselli) for their efforts in keeping this district fiscally solvent.

The Board agreed to lease space for DVC's Higher Education Center in San Ramon. "U.C. Berkeley Extension, Cal State Hayward, and DVC are working together in a mutual, cooperative arrangement to use the same facilities--via classroom sharing," said Dr. Wiedman. President Wiedman noted that, "U.C.'s primary focus is professional training for executives. Cal State, Hayward will offer courses in the business area. DVC will provide courses in word processing, computer science and liberal arts transfer courses."

The Board approved an Agreement between the CCCC District and Public Employees Union, Local No. 1, regarding the implementation of the salary and classification study (Note: This very important work was the culmination of 18 months of study and meetings.)

September 11

In the absence of any opposition to the incumbents, the Contra Costa County Clerk has authorized the following appointments:

Ward I	Lloyd Farr
Ward III	Eugene H. Ross
Ward IV	Lee R. Winters

October 9

Phase III of the implementation of the salary and classification study between the District and Local 1 was approved.

The following Board policies were revised:

Board Policy 2004. Selection, Retention and Termination of District Employees.

Board Policy 2030 Holiday Leave. Managers, Supervisors and Confidential Employees.

November 6

A Public Hearing of grievances requested by the United Faculty pursuant to Section 19.4.5 A3 of the agreement between the CCCC District and the United Faculty.

There ensued discussion regarding the district allegedly changing life insurance carriers without the consent of the United Faculty. After much debate, the concerns of the faculty were satisfied that such a change will be mutually beneficial to both parties and that mutual trust in the future will be maintained.

December 4

The Board authorized the following agreement: American Institute for Foreign Study to provide a semester abroad program in London, England for the period September 1, 1986 through August 31, 1987, at no cost to the District.

February 12

Tom Beckett, District Director of Facilities Maintenance, apprised the Board on the status of the DVC Computer Lab addition. The drawings were submitted to the state in January. There will be 287 lab stations for students, a lab service area to accommodate repair and storage of computers and a large central processing unit for the mainframe.

March 12

The Board approved a Memorandum of Agreement between the CCCC District and United Faculty regarding the 1986-87 College Calendar and Flex Activities.

The Board discussed the results of the Chancellor's Review of Programs and Services. Mr. Carhart said that the program review process still has a long way to go to become more sophisticated than it is now; however, faculty is looking at new ways to identify problem areas early on.

Chancellor Carhart introduced the Program Review presentation with the following:

Program review is a critically important component in district and college planning. The purpose of program review is to assess educational programs at the ascending level of aggregation from course and program by administrative unit within a college to district. Assessment is made on the basis of several factors and involves participation of administration and faculty. Productivity (ADA/FTE) is a major factor. Other factors include comprehensiveness, service functions (to college, community), and experimental status. Tracing trends and estimating near-term future developments in potential enrollments will also play a part in program review.

As administration and faculty interact to arrive at assessments, subjectivity will inevitably enter into the process to some extent, but the purpose of the program review process is to render the assessments as fair, timely, comprehensive and objective as possible. Program review is designed to ensure knowledgeable participation in program planning by administration and faculty.

To this end, it has been very gratifying to see the depth and extent of communication that has taken place this year between faculty and administration, departments and divisions, and between the college presidents and the academic senate presidents. New changes to our system are being proposed that can only enhance our process. Beyond program review major changes, the three colleges are trying to work out internal arrangements between the campuses to insure full loads for our full-time faculty so that each program in the district is productive.

MAJOR CHANGES PROPOSED FOR THE 1986-87 YEAR

1. Appliance Repair Program at Contra Costa College. This program will be eliminated at Contra Costa College for the 1987-88 year if the productivity of the program does not dramatically improve.

2. Eliminate the Architectural Technology Program and phase out the Interior Design Program at Contra Costa College. These programs are being replaced with an Interior Architectural Program.

3. Transfer the Intercollegiate Swimming and Water Polo Coach at Contra Costa College, Leonard Chaplin, to Diablo Valley College as his college of assignment.

4. Transfer Christine Higgins, Los Medanos College, to Diablo Valley College Art Department as her college assignment.

ADA PRODUCTIVITY BY COLLEGE

	F-83	F-84	F-85	F-83 ADA/FTE Ave.	F-84 ADA/FTE Ave.	F-85 ADA/FTE Ave.
CCC	2103 (24%)	2012 (24%)	1860 (22%)	13.3	12.2	12.3
DVC	4992 (57%)	4870 (57%)	4963 (59%)	14.7	14.4	14.4
LMC	1619 (19%)	1605 (19%)	1632 (19%)	12.6	12.9	13.3
DIST	8714 (100%)	8487 (100%)	8455 (100%)	13.9	13.5	13.7

Diablo Valley College Presentation

John Spanger, Bruce Reeves and Bill Walsh made a presentation to the Board on the "New DVC Orientation Course and Reading and Writing Assessment Program." They spoke of the development this past summer of a new format and establishment of an 8-hour "Orientation to College" course. By changing to a course format, Diablo Valley College was able to generate more than $45,000 in ADA and see 1800 new students.

The course is designed to provide students with a concrete plan for understanding and succeeding in college. Topics include: Identification of educational and career goals, strategic use of student services, academic assessment (effective course selecting and scheduling), geographical orientation, counseling and advising.

The holistic technique of reading and scoring writing samples was described. This method of scoring has proven to be very accurate. The benefit of this assessment is that it provides feedback to the student so he or she can make an informed choice of what level of English course to take.

April 9

The Board approved the following new and revised policies:

Board Policy 3015 - Student Attendance Documentation
Board Policy 5017 - Instructional Materials
Board Policy 5023 - Enrollment Fee Exemptions

The Board approved the Resolution of the Governing Board of Contra Costa Community College District Determining the Need for the Expansion of the Cosmetology Program in Central Contra Costa County.

The Board approved the appointment of a Liaison Counselor in all of the CCC feeder high schools.

Lee Moody, Data Center Manager, was appointed Director of Information Systems.

Richard Livingston, Journalism Instructor, appointed as a one year replacement for Sandra Acebo as Dean of Humanities Studies and Related Occupations.

The Board approved a resolution pertaining to the reduction and displacement of classified positions. The full effect of this resolution was not to take effect until after the May 1986 meeting.

The Board approved a resolution pertaining to employer pick up for income purposes (PERS).

Contra Costa College instructors June Chatterjee and Helmut Lewis presented a brief update on the English as a Second Language program that has been operational at the college for the last several years. A request was made of the Governing Board several years ago for Contra Costa College to implement an ESL program because of the tremendous influx of Asian immigrants to West County, and that approval was granted. Ms. Chatterjee and Mr. Lewis apprised the Board of the success of the ESL program. A short video tape segment was shown of students role-playing a lesson.

June 4

The Board adopted a resolution authorizing CCCC District to enter into a Joint Powers Agency - School's Excess Liability Fund (S.E.L.F.).

The Board approved the following assignments:

Dale Fink - from Accounting Officer to Comptroller/Assistant Chief Fiscal Officer.

Robert Wilson - from Chief of District Police Services to Captain of District Police Services.

Ina Rae Lapum - from Director of Career Education to Assistant Dean of Instruction, Occupational and Community Education.

In addition, the management titles of Accounting Officer, Director of Career Education and Chief of District Police Service were abolished effective July 1, 1986.

June 23

In reviewing the tentative budget, William Brown presented five charts showing trends over the last few years: (1) District ADA, 1977-78 - 1987-87. Mr. Brown pointed out that the District ADA has been fairly consistent but noted a downward trend with CCC and an upward trend with LMC—a 200 ADA difference at this point. (2) 1986-87 budget, unrestricted revenues ($53,974,284) and unrestricted expenditures ($55,809,055). Pie charts showed unrestricted revenue sources to the District as follows: Apportionment directly from the state--59%, local property taxes--25%, fees--5%, other (lottery funds)--11%. Unrestricted expenses: certificated salaries--50%, classified salaries--18%, employee benefits--11%, other (supplies, electricity, etc.)--21%. (3) Unrestricted expenses 1982-83 - 1986-87 divided into five major categories: Instruction, Instructional Support, Administration, Operation/Maintenance, Other. (4) Revenue/Expenses 1982-83 to 1986-87, bar graphs showing trend over five-year period. (5) Revenue/Expenses showing revenue by subfund, revenue by source and expense by object. Mr. Brown will prepare a pamphlet for the August Board meeting incorporating these graphs and charts that will show a five-year history.

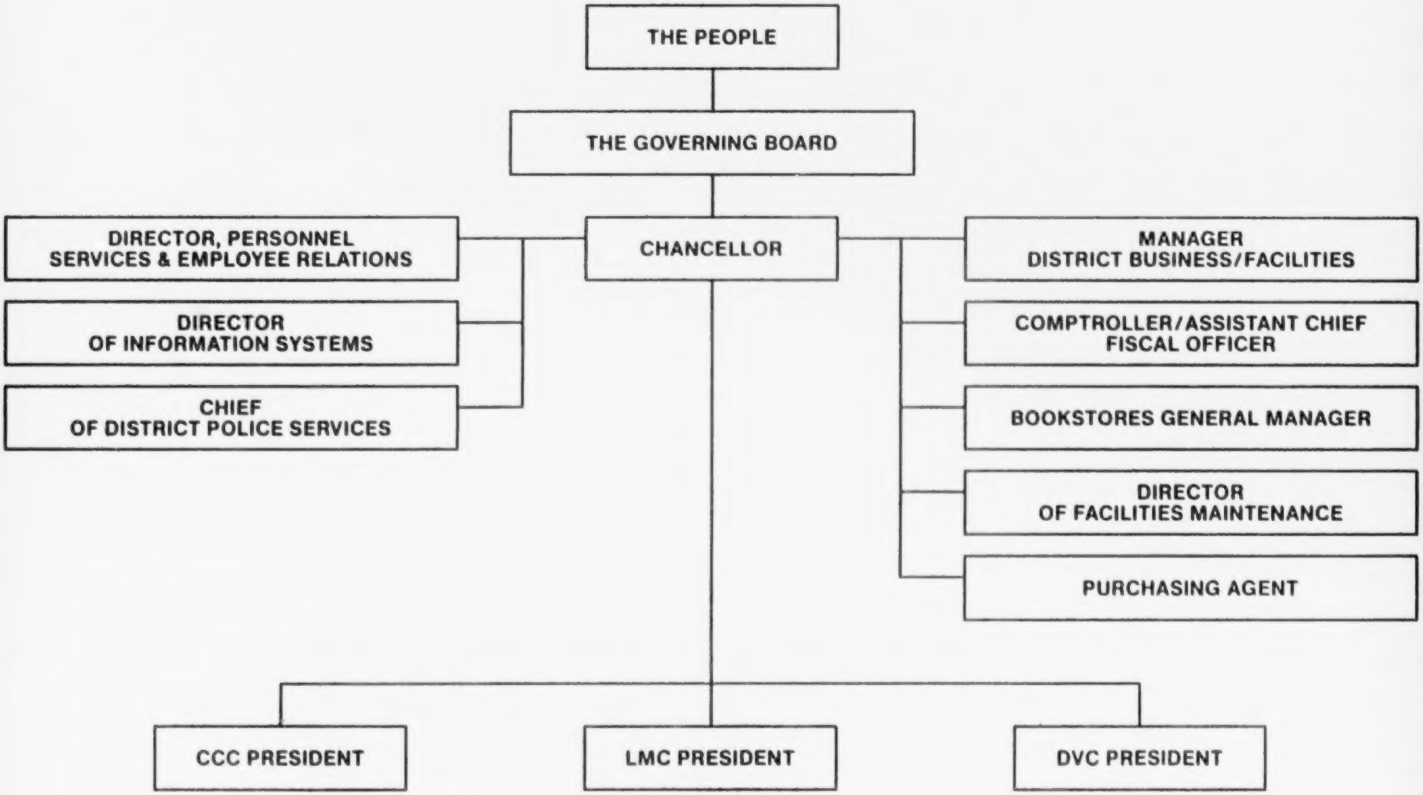
In summary, the proposed tentative General Fund Unrestricted expenditures exceed revenues by $1,834,771. The projected ending balance for June 30, 1987 is $2,690,306 which equates to a general reserve of 4.82%. Dr. Winters questioned expenditures exceeding revenues. Mr. Brown explained that we have a balanced budget. We are trying to maintain our reserve at 5%, and the reason that we have a large balance forward from this year to next year is mainly from the receipt of larger than anticipated lottery funds and also certain salary settlements that the Board agreed to for next year predicated upon those dollars being carried over to next year.

Mr. Brown offered the following as clarification regarding the District's deferred maintenance projects. The District established an allocation formula a few years ago that a certain percent of the unrestricted General Operating Fund would be put into deferred maintenance projects. The state has a program which funds 50 cents on the dollar towards deferred maintenance projects. In 1984-85, 1985-86 and 1986-87 the District received in excess of 10% of the total dollars available statewide provided for deferred maintenance programs.

Rev. Farr arrived at this point (9:15 p.m.). On motion of Dr. Winters, seconded by Mr. Moses, by unanimous vote, the Governing Board adopted the accompanying budget for the 1986-87 fiscal year and authorized the Assistant Secretary to submit this budget as the Tentative Budget on forms prescribed by the County Superintendent of Schools by July 1, 1986, as provided by Section 85003 (a) of the California Education Code. (Tentative Budget on pages 454-465, Board Minutes.)

CONTRA COSTA COMMUNITY COLLEGE DISTRICT - 1986

DISTRICT ADMINISTRATIVE SERVICES


THE PEOPLE
THE GOVERNING BOARD
DIRECTOR, PERSONNEL SERVICES & EMPLOYEE RELATIONS
CHANCELLOR
MANAGER DISTRICT BUSINESS/FACILITIES
DIRECTOR OF INFORMATION SYSTEMS
COMPTROLLER/ASSISTANT CHIEF FISCAL OFFICER
CHIEF OF DISTRICT POLICE SERVICES
BOOKSTORES GENERAL MANAGER
DIRECTOR OF FACILITIES MAINTENANCE
PURCHASING AGENT
CCC PRESIDENT
LMC PRESIDENT
DVC PRESIDENT

AN AFTERWORD

As noted in the Foreword, these Board minutes are divided into five periods corresponding to the tenure of the five superintendents/chancellors. The Carhart chancellorship is, of course, the briefest, hence the least recorded in the content of the minutes themselves. This is not to say that it is the most placid and least eventful, only that it is the shortest. This District and the community college movement in the State is today struggling with new forms, new impositions and new responses as adjustments to Statewide mandates, and "innovations" imposed from Sacramento. Further, all of the above in ways, mysterious and otherwise, are a reflection of profound cultural change in the 80's. The last pages of these minutes reflect what has always been characteristic of this District: anticipatory adaptations and native-grown innovations. Thus the Carhart chancellorship is one of constant modification to deal with a shifting reality.

Perhaps the best way to bring closure to this history is to quote the observations of the Accreditation Team that assessed DVC in 1985-86. What follows is not about DVC alone but about this District. This statement expresses very well indeed the complexity of this District's movement and dilemmas.

District or System Relationships

Some years ago, the Contra Costa Community College District adopted a written policy which states, in part, that it "recognizes the desirability of a high degree of decentralization..." and, in addition, "the chancellor...must provide the leadership necessary to assure this individuality and a high standard of performance on all campuses." This strong tradition of college autonomy has worked well and enabled the three district colleges to develop individual character and strengths, resulting in little of the disruptive rivalry and undue competition among the colleges that sometimes characterizes multi-college districts.

The district has recently faced the stress of a rapid and extensive change in its top leadership—a new chancellor, a new district director of business services, a new district personnel administrator and three relatively new presidents. Such changes in leadership require a degree of sensitivity on the part of the chancellor and other district personnel to district/college traditions regarding protocol. They also require a willingness on the part of the faculty, staff and administration of the college to effect change where necessary and to respond non-defensively to new initiatives from the district. We commend classified and certificated staff at the college and district levels for working hard to ensure the changeover has occurred with minimal disruptions and dislocations.

Recently, all California community colleges have been required to respond to policies developed by different state agencies. Grading policies, academic standards and the colleges' basic mission have been discussed at length and the resulting changes have impacted districts and colleges throughout the state. It is no longer possible for any college to have its collective "head in the sand" and ignore the rest of the state. The governing board of this district has been sensitive to the many changes affecting it both internally and externally.

As the self study reflects, the financial, regulatory and societal environment in which community colleges operate contain significant forces tending to stimulate centralization in districts like Contra Costa. In all multi-college districts, especially those that stress college autonomy, the task of defining precisely what college autonomy means and how it should be effected is a constant and complex process.

It is evident to the team that the new chancellor has profound respect for the quality, skill and potential of the administrators, faculty and staff of DVC and that he has high expectations of the college. Some members of the DVC faculty and staff believe that the chancellor has been too active in the affairs of the college—encroaching upon the autonomy promised to them by board policy. In turn, the chancellor feels that he should lead the district in directions required by the times. Inasmuch as the college has a history of very positive working relationships among the board, chancellor and staff, responsible individuals at both district and campus levels are encouraged to work constructively to minimize the dichotomies mentioned in the self study and by staff members in interviews with team members.

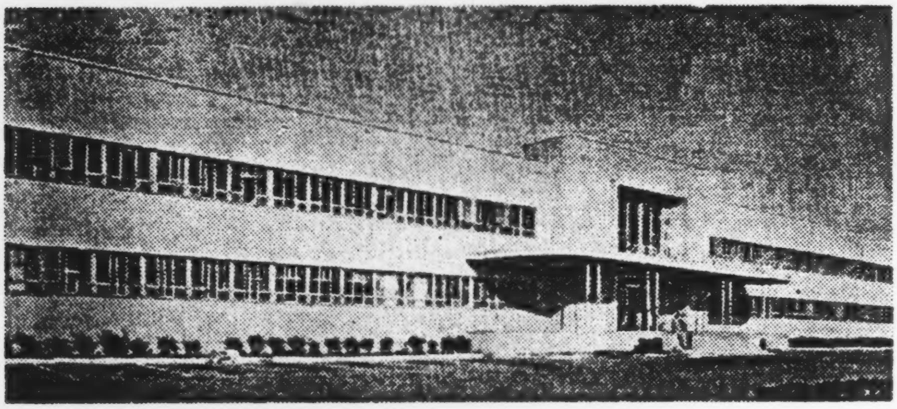
Concerns about a perceived erosion of college autonomy are likely to arise with regularity during this transition period. To minimize such concerns the team encourages the creation of a vehicle to facilitate regular discussion and debate on issues of campus autonomy, coordination among the three colleges and district-wide responses to external forces. Such open communication will enable everyone to work toward helping DVC maintain its status as an exemplary community college.

APPENDICES

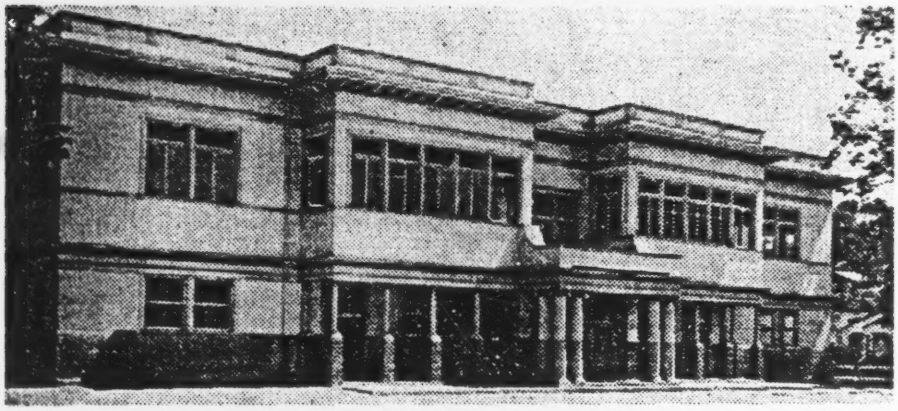
OFFICERS AND INSTRUCTORS
Spring, 1950

Josephine Amer, Instructor, Clothing Construction.
James Bales, Instructor in Mathematics.
Arthur Brayfield, Coordinator of Guidance and Pupil Personnel (consulting).
Toni Elizabeth Callenbach, Instructor in Girls' Physical Education.
Herman Chrisman, Instructor in History and Political Science.
Douglas Connelly, Instructor, Engineering Drawing.
Barbara Jean Cope, Assistant Librarian.
Eugene A. Corr, Instructor in Physical Education.
Robert C. Davidson, Administrative Assistant.
S. Joseph DeBrum, Business Education (consulting).
Karl Drexel, Assistant Dean of Student Activities.
George Faul, Dean of Student Personnel.
George P. Frakes, Instructor, Pittsburg Program.
Lawrence H. Harris, Instructor, Pittsburg Program.
Homer Hastings, Instructor, Part-time Supervisor Pittsburg Program.
Stanley Jacobs, Instructor in History and Political Science.
Elizabeth Johnson, Counselor, Instructor in English.
George Johnson, Instructor, Business Education.
Virginia King, Instructor, Art.
Noreen Lenore LeBarge, Instructor in Speech, Drama, English.
Paul Lacey, Instructor, Pittsburg Program.
Vivian Loomis, Instructor, Apparel Design.
William MacKay, Instructor, Psychology, Counselor.
Drummond McCunn, Superintendent
W.E. Moser, Instructor, Pittsburg Program.
Thomas Murray, Librarian.
Charles L. Myers, Instructor, Pittsburg Program.
Robert A. Nelson, Coordinator of Distributive Education.
Adrian Newman, Instructor, Music.
Drayton B. Nuttall, Administrative Assistant.
John Porterfield, Director, Richmond Campus.
Marybelle Pyle, Instructor, Business Education.
Walter Sharafanovich, Instructor in Language Arts.
Raymond A. Smardon, Instructor, Pittsburg Program.
John A. Spade, Instructor, Pittsburg Program.
J. Graham Sullivan, Director of Curriculum.
Mary B. Summerfield, Instructor in Physical Science.
Marie Stengel, Instructor in Art.
Fred Tarp, Instructor, Biological Sciences.
Morris Tepping, Counselor, Instructor in English.
Phebe Ward, Coordinator of General Education.

CONTRA COSTA JUNIOR COLLEGE



WEST CAMPUS — RICHMOND



EAST CAMPUS — MARTINEZ

CONTRA COSTA COUNTY
CALIFORNIA **1950-51**

COLLEGE CALENDAR

1950-1951

Fall Semester, 1950

July 1-September 9	Pre-Registration of Students
September 11	Registration of Former Students
September 12-15	Registration of New Students
September 18	Beginning of Instruction
October 16	Final Date of Registration
November 11	Holiday—Armistice Day
November 23-24	Holiday—Thanksgiving
December 18-January 2	Christmas Vacation
February 2	End of Semester

Spring Semester, 1951

February 5-6	Registration
February 7	Beginning of Instruction
February 12	Holiday—Lincoln's Birthday
February 22	Holiday—Washington's Birthday
March 12	Final Date of Registration
March 19-23	Easter Vacation
May 30	Holiday—Memorial Day
June 15	End of Semester
June 15	Commencement Exercises

ADMINISTRATION

BOARD OF TRUSTEES

ELTON BROMBACHER	President
O. J. WOHLGEMUTH	Vice President
FRED R. ABBOTT	Secretary
BERT COFFEY	Member
GEORGE R. GORDON	Member

DISTRICT STAFF

DRUMMOND J. McCUNN	Superintendent
J. GRAHAM SULLIVAN	Assistant Superintendent and Director of Curriculum
PHEBE WARD	Director of General Education
LYLE PEMBER	General Co-ordinator of Occupational Education
ROBERT A. NELSON	Co-ordinator of Distributive Education
ROBERT DAVIDSON	Administrative Assistant
HAROLD M. HOUSEAL	Business Assistant

FACULTY, 1950-1951

East Campus

MEDSKER, LELAND L.	**Director**	M.A., University of Chicago
BUFFINGTON, REED L.	**Dean of General Education** **Instructor, Social Sciences**	M.A., University of Chicago
HASTINGS, HOMER	**Teacher-Co-ordinator of Off-Campus Services**	M.A., University of California
DREXEL, KARL	**Assistant Dean of Student Activities**	A.B., San Jose State College
WILSON, DWIGHT	**Physician**	M.D., Stanford School of Medicine
KUTZER, ALMIRA	**Nurse**	M.A., Teachers College, Columbia University
MURRAY, THOMAS B.	**Librarian**	B.L.S., University of California
NUTTALL, DRAYTON B.	**Administrative Assistant**	M.A., University of Utah

INSTRUCTIONAL STAFF

BUFFA, HAROLD	**Physical Education**	M.A., Stanford University
***CASTELLANOS, JANE**	**Family Life Education**	Ph.D., Stanford University
CHAPONOT, LUCIA	**Business Education**	A.B., University of California
CHRISMAN, HERMAN H.	**Social Sciences**	Ph.D., Stanford University
COSAND, JOSEPH P.	**Chemistry**	M.A., University of Southern California
DARROW, HELEN M.	**Physical Education**	M.A., Ohio State University
GLOVER, DAVID A.	**Communication, Mathematics**	A.B., San Francisco State College
GUYER, BYRON	**Communication, English**	Ph.D., Stanford University

*Also Family Life Centers

Note: Not listed but should have been:

COLLINS, CHARLES C.	Counselor	Ph.D., Stanford University

HARRIS, HENRY E.	M.S., Lafayette College	**Engineering, Mathematics**
JOHNSON, ELIZABETH S.	M.A., University of Minnesota	**Reading, Counseling**
LINDSEY, ROBERT V.	M.A., Stanford University	**Counseling**
MARIN, DAVID PAUL	M.A., Columbia University	**Communication, Journalism**
McCAY, CLAYTON C.	M.A., San Francisco State College	**Business Education**
***MILLER, SHULLY L.**	M.A., New York University	**Music**
POPE, NORRIS F.	A.B., Stanford University	**Distributive Education**
RUTH, FERDINAND S.	M.A., College of the Pacific	**Biological Sciences**
SCAGLIONE, JOHN H.	M.A., University of California	**Social Sciences**
SCHOLL, ALLEN A.	M. of Music, Northwestern School of Music	**Music**
SHIMMIN, MELVIN R.	M.A., University of California	**Business Education**
THOMAS, DORIS H. (MRS.)	M.A., University of California	**Business Education**
TURNER, EDNA M. (MRS.)	M.A., Ohio State University	**Counseling**
VAN NOORD, ROBERT J.	A.B., Santa Barbara State College	**Supervisory Education**
VAN SEVENTER, C. W. E.	M.A., University of California	**Foreign Languages**
***WHITCOMB, BESS (MRS.)**	M.A., State University of Iowa	**Drama, Speech**
WILLIAMS, ROBERT V.	M.A., Stanford University	**Communication, English**
***WRIGHT, WILMA**	B. of O.E., Syracuse University	**Personal Development, Speech**
YOUNG, GENEVIEVE FRANCES	M.A., University of California	**Art**

*Also Family Life Centers

West Campus

PORTERFIELD, JOHN	**Director**	A.B., Pasadena College
FAUL, GEORGE J.	**Dean of Student Personnel**	M.A., Stanford University
WEBB, JOHN	**Dean of Occupational Education**	A.B., San Jose State College Journeyman Aircraft Mechanic
CORR, EUGENE A.	**Teacher-Co-ordinator of Physical Education & Athletics**	M.A., University of California
WILSON, DWIGHT	**Physician**	M.D., Stanford School of Medicine
MORGAN, LORRAINE P. (MRS.)	**Nurse**	B.S., University of California
NUTTALL, DRAYTON B.	**Administrative Assistant**	M.A., University of Utah

INSTRUCTIONAL STAFF

***AMER, JOSEPHINE**	**Homemaking**	A.B., Akron University
***ARMSTRONG, MARJORIE R.**	**Family Life Education**	M.A., Smith College
BALES, JAMES C.	**Mathematics**	A.B., University of California
BARRETT, E. OTTO	**Physics**	M.A., University of California
BOSCHETTI, HUGO	**Physical Education**	A.B., San Jose State College
BOYDSTON, ROBERT S.	**Chemistry**	M.S., University of California
BRAVIN, ALDO	**Machine Shop**	Journeyman Machinist
BROWN, GARY T.	**Life Sciences**	Ph.D., University of California
BUSH, LORRAINE (MRS.)	**Cosmetology**	Licensed Cosmetician
CALLENBACH, TONI	**Physical Education**	B.S., University of Minnesota
***CASTELLANOS, JANE**	**Family Life Education**	Ph.D., Stanford University
CONNELLY, DOUGLAS	**Art, Engineering**	M.A., University of California

*Also Family Life Centers

CONNOLLY, MARTIN F. A.B., College of the Pacific	**Physical Education**
COPE, BARBARA JEAN B. L. S., University of California	**Librarian**
DANILOVICH, JOHN G. A.B., St. Mary's College	**Physical Education**
DAVIDSON, GERALD GEORGE A.B., University of California at Los Angeles	**Drama, Speech**
DAY, HERBERT W. Journeyman Auto Mechanic	**Automobile Mechanics**
EAKLE, JAMES K. M.A., University of California	**Art**
ENSTAD, SEVERIN P. Journeyman Carpenter	**Carpentry**
FISH, RUTH ANNE M.S., University of Arizona	**Mathematics**
FOSTER, BERTHA L. A.B., Chico State College	**Business Education**
FRAKES, GEORGE P. M.B.A., University of California	**Business Education**
FREEMAN, JOHN H. M.A., University of California	**Social Sciences**
GEHRIG, FRANCES D. (MRS.) Licensed Cosmetician	**Cosmetology**
GELSTON, ARTHUR S. M.A., University of California	**Social Sciences**
GEORGE, MARIA STENZEL (MRS.) City and Guilds Degree, British Polytechnic, London	**Commercial Art**
GILL, EDITH PATRICIA M.S., University of Wisconsin	**Physical Education**
HALL, LAWRENCE B. M.A., Stanford University	**Social Sciences**
HOOPER, GRANT A.B., Washington State College	**Social Sciences**
HUNNICUTT, DORA B. (MRS.) A.B., University of California	**Social Sciences**
HYDE, MARJORIE G. M.A., University of California	**Art**
IMES, ORLEY B. Journeyman Mill Cabinet Maker B.S., Central Missouri State College	**Mill Cabinet**
ISAACSON, HELEN M.A., Colorado State College of Education	**Business Education**

JACOBS, STANLEY — **Social Sciences**
M.A., University of California

JASMANN, FAYE S. — **Physical Education, Student Activities**
M.S., Louisiana State University

JOHNSON, ELIZABETH S. — **Reading**
M.A., University of Minnesota

JOHNSON, GEORGE T. — **Business Education**
M.Ed., University of California at Los Angeles

JOHNSON, WAYNE E. — **Business Education**
B.S. in Ed., University of Nebraska

JONES, PAUL BARRON — **Food Trades**
Journeyman Chef

KING, VIRGINIA — **Art**
M.A., University of California

KNOX, MARGARET JEAN (MRS.) — **Communication**
M.A., Columbia University

KOCHER, HELEN R. — **Communication**
M.A., University of California

LOOMIS, VIVIAN E. (MRS.) — **Garment Construction**

LOVY, C. W. — **Foreign Languages**
Ph.D., Vienna University

MacKAY, WILLIAM R. — **Counseling**
M.A., University of California

MASON, GENE L. — **Counseling**
M.A., Stanford University

MATHESON, JAMES E. — **Plumbing**
Journeyman Plumber

McGRATH, KATHRYN G. — **Counseling**
M.A., Iowa State College

***MILLER, SHULLY L.** — **Music**
M.A., New York University

NEWMAN, ADRIAN L. — **Music**
A.B., San Francisco State Teachers College

OLESEN, BARBARA ANN — **Counseling**
M.S., State College of Washington

OSBORNE, BARBARA E. — **Distributive Education**
A.B., University of Redlands

PENCE, ROBERT B. — **Journalism**
M.A., University of California

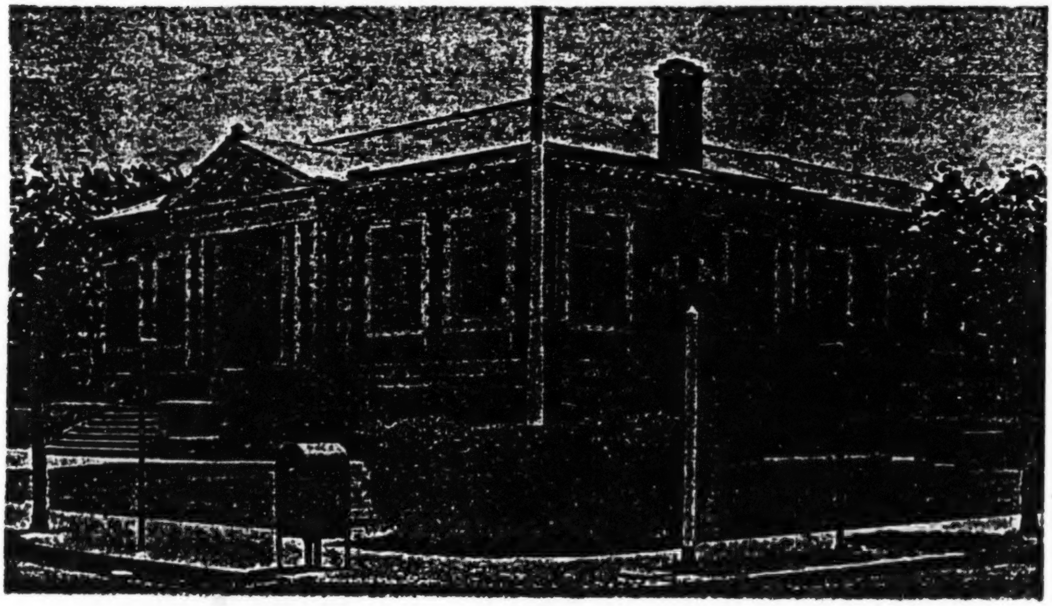
PEZZOLA, MARIO J. — **Social Sciences**
M.A., University of California

POSTON, SAM — **Auto Body and Fender**
Journeyman Auto and Body Man

*Also Family Life Centers

PYLE, MARIBEL S. (MRS.)	A.B., San Jose State College	**Business Education**
RICHARDSON, STANLEY M.	Journeyman Radio Technician	**Industrial Radio**
RUIGH, ALICE B.	M.A., University of California	**Counseling**
SCHUYTEN, JOHN	B.S., University of Washington	**Engineering, Chemistry**
TARP, FRED H.	A.B., Stanford University	**Life Sciences**
TEPPING, MORRIS	M.A., Ohio State University	**Counseling**
TILLERY, DALE	M.A., University of California	**Counseling, Student Activities**
TRIMBLE, IONE		**Dental Assisting**
WEISSMAN, MARTIN P.	M.A., University of California	**Counseling**
WILLIAMS, ARTHUR B.	Journeyman Electrician	**Industrial Electricity**
WILLIAMS, H. McRAE	M.A., San Francisco State College	**Communication**
WIXON, JOHN L.	A.B., Colorado University	**Counseling, English**
***WRIGHT, WILMA**	B. of O.E., Syracuse University	**Personal Development, Speech**

RICHMOND FAMILY LIFE CENTER



Appendix III

personnel standards report

CONTRA COSTA
JUNIOR COLLEGE DISTRICT

A Study of Problems of Communications
and Staff Morale

PERSONNEL STANDARDS COMMISSION
California Teachers Association
693 Sutter Street, San Francisco 2

MARCH 1959

Willingness and ability to assume responsibility for the conduct of its members has been called one of the marks of a true profession. The Personnel Standards Commission is the teaching profession's agency in California to meet this responsibility — disciplining members for unprofessional conduct . . . protecting its members against false accusations . . . assisting its members in fulfilling their own obligations to pupils, parents, community, and the profession itself as defined in the Code of Ethics for California Teachers. This study is one of the efforts of California teachers, through their professional organizations, to aid school personnel facing problems of friction and conflict to diagnose and plan their future course of action in the interests of the children they are dedicated to serve.

PERSONNEL STANDARDS COMMISSION

Ruby Ferguson, Chairman

William J. Burkhard, Sacramento
Theron L. McCuen, Bakersfield
Marvel Fisher, Alhambra
Louise Paine, Scotia
Richard V. Matteson, Monterey
Miriam Spreng, San Diego
James M. Williamson, Executive

Contra Costa Junior College District
Hearing Panel

John Lombardi, Director
Los Angeles City College
Edward L. McClarty, Instructor
Modesto Junior College
Theron L. McCuen, Superintendent
Kern County Union High School and Junior College District
Representative, California Association of School Administrators
Miriam Spreng, Child Welfare
San Diego City Schools
Gus Winberg, Sacramento
Representative, California School Boards Association

Staff Consultants

James M. Williamson
Personnel Standards Executive
Floyd B. Mansell
CTA Field Representative

BACKGROUND

The Contra Costa Junior College District was founded December 14, 1948, with the establishment of the west campus. Today the district includes two colleges, Contra Costa in San Pablo and Diablo Valley in Concord, with district administrative offices in Martinez. It is anticipated that a third campus will soon be in the planning stage and that a fourth will follow, as a result of a very rapidly expanding population.

With an assessed valuation of $245,477 per ADA unit, Contra Costa is one of the wealthiest junior college districts in the state. It has no bonded indebtedness, having been on a "pay-as-you-go" program since its formation. Its tax rate of 35 cents ranks among the lowest.

The administrative staff is composed of the superintendent, assistant superintendent and a director for each campus. The district has had the same superintendent since its formation.

The faculties of the district belong to three rather distinct groups: a CTA chapter on the Diablo Valley campus with membership of 67; on the Contra Costa campus, there is a faculty club of 43 members, and a labor affiliated group whose officially reported membership is 12.

The CTA chapter of Diablo Valley, in close liaison with the Faculty Club of Contra Costa College, has been the most active in promoting a professional program, districtwide. In recent years, this group believed that communication between staff, administration and the board had deteriorated, with detrimental effect on faculty morale.

The faculty group presented this concern to the Board of Trustees on September 22, 1958, and was asked to prepare a list of specific problems for board consideration. With the concurrence of others on the Board, one member said, "I would like to have the faculty groups submit to this organization here the problems that you feel exist, whether they be communication or anything else."

To meet the Board's request, the teacher association officers requested CTA Field Service to help them make a survey of teacher opinion, to determine only how teachers felt about suggested problem areas, not to establish fact. It was conducted November 6, with 93 teachers and administrators participating. The results were tabulated and read to the executive group of the teacher associations, with no attempt at analysis or recommendation. The associations then decided to ask their professional organization, CTA, to make a study of the problems identified by the survey. This request, originally directed to the CTA Bay Section Ethics Commission on December 8, was forwarded by that commission to the Personnel Standards Commission, which accepted responsibility for the study. The specific request referred to the commission was for a study "of Contra Costa Junior College District in regard to problems as indicated by the survey and all matters relating thereto."

CTA staff members met with faculty on both campuses to explain the proceduces that would be involved in conducting the study, and to give them an opportunity to ask questions about it. Similar meetings were held with the superintendent, college directors, executive boards of the teacher groups, district administrators, and board members. It was considered important that everyone participating understand what the commission study would involve.

All staff and board members were invited to participate in the study. Everyone who asked to testify was given the opportunity to appear before the hearing panel.

The Commission's study extended over a period of six weeks. A preliminary investigation to determine the real issues and areas of dissension included meetings with various staff groups, interviews with present and former staff members, Board and administration. A formal hearing was held on January 23 and 24, 1959, with 44 teachers, administrators and board members participating.

Throughout the study an intensive effort was made to get a complete picture of both present and past activities in the district.

RECOMMENDATIONS

Implied in the invitation for this study was the request that the Commission offer constructive recommendations for achieving more harmonious relations in the district to the benefit of the educational program. The following recommendations are proposed for consideration by the Board, administrators and teachers. It must be emphasized, however, that blind obedience or listless conformity to the recommendations will destroy their purpose. Any improvement must be preceded by a desire to erase frictions and to evaluate the effect of every action or policy on the well being and educational progress of the students in the schools. The Commission's recommendations are conceived in that spirit and aimed toward that goal.

The Commission recommends the immediate re-establishment and use of the Personnel Advisory Committee, with teacher representation elected from the representative group on each campus. The committee should meet at regular intervals to maintain open communications on all matters of concern to the faculty and the administration. This committee should be effective in directing attention to irritations before they become disturbing problems and in keeping the faculty informed on problems and plans being considered by the administration. It should facilitate faculty participation in solving problems and contributing to plans. However, it must function democratically without dominance by the superintendent.

The Commission also recommends frequent meetings of administration and faculty leaders. Monthly meetings with the officers of the faculty organizations can be a useful device in maintaining adequate staff communications. Morale problems can perhaps be anticipated or resolved as they arise rather than after they develop.

In addition, the superintendent should arrange to meet regularly with both faculties together. Joint meetings of the two faculties would help develop a feeling of unity in the district and would dissipate the feeling that separate meetings are a means of "divide and conquer."

The Board now has its policies written and combined in a volume accessible to all. It is important that the policies be adhered to by everyone concerned. When changes are contemplated, the Board should solicit opinions from its professional staff.

Each faculty should be encouraged to have at least one representative present at all board meetings. The representative could then advise his faculty of what transpired so that the superintendent's meeting with the faculties could be used for other matters.

The definition of responsibilities for the superintendent and his assistant is imperative. Since the superintendent enjoys and prefers working with taxpayer groups, lay bodies and the Board, he might concentrate on these important duties and delegate other matters to the assistant superintendent.

The channels of communication as established by the Board should be strictly observed by the faculty, the superintendent, and board members themselves. Circumvention of the channels by any individual or group leads to misunderstandings and distrust.

In addition to being the Board's executive officer, the superintendent should also be the professional leader of the staff. This places him in a dual role and one which at times is easily misunderstood. His proper relationship to the Board in personnel matters is summed up in the following statement from *The School Board Member in Action* (American Association of School Administrators, November 1949):

> The school board's concern for the welfare of the staff should be reflected in personnel policies which set a worthy example for the community so far as lies within the Board's control. Once such policies are established, however, their administration is the superintendent's responsibility. In personnel matters,
>
> The superintendent represents the board in dealing with the staff.
> The Board refers to the superintendent all requests for individual adjustment, preferment, or promotion
> The superintendent makes all personnel recommendations for the Board's consideration, including employment, promotion and dismissal.
> The Board keeps the way open for appeals to be heard, in closed session if desired.

Here it is seen that the normal channel for the staff to the Board is through the superintendent. This channel must be kept open so that instances of staffs' going directly to the Board would be the exception rather than the rule.

The superintendent must avoid public criticism of individuals or faculty groups. Such criticisms lower the prestige of the superintendent even among some of his most loyal supporters. This recommendation is not to be considered a suggestion that the superintendent give up his prerogative of counseling teachers in private.

Teacher opinions and recommendations should be solicited in regard to the building program, both as to priority and facilities, since they are in a position to make a professional contribution and at the same time gain a better understanding of the many problems involved in building planning. Consideration should be given to providing adequate office space, staff lounges, and restroom facilities separate from those for students.

The professional teacher organizations should immediately consider uniting into one strong, active group. By coordinating their efforts, the several groups could make a more effective contribution to the solution of district problems and to the development of a strong professional program.

The Governing Board should be reminded that there is a difference between administering the affairs of a district and the evaluation of the administrative function. The former is the responsibility of the superintendent, whereas the latter is the responsibility of the Governing Board. Evaluation of the administrative function should include evaluation of personnel administration. As administrators should evaluate teachers, so should the Board provide for periodic evaluation of the services of the superintendent in executive session.

A district newsletter or bulletin issued periodically should be considered as an important medium of communication and a means of developing a feeling of unity in the district.

The Board has been concerned about a yearly review of salary schedules, but it should recognize that changing times make careful yearly evaluation of salary essential. The teaching profession, as well as the district, wants to attract and keep highly qualified people, and salary is an important means to that end. Teaching must compete with 17 other occupations considered professional, and the national median salary for these groups is $7500, while for teaching it is only $4600. Although junior college salaries in California are higher than the national median, they still are not at a professional level.

The Contra Costa Junior College District is in dire need of a change of philosophy in its management concept. Every effort must be made to effect this change within the next academic year, for if present conditions continue to deteriorate over an extended period of time the educational welfare of the youth of the district will be seriously affected. This change requires the development of harmonious, cooperative and democratic relations based on mutual trust, and personal and professional respect between the teachers and the district administration. It is possible that such a change can be achieved with the present central administrative staff.

The superintendent has mentioned that he was desirous of establishing team play between himself and his assistant. The Board has stated that it prefers not to meet with "special interest" groups. The Commission would like to conclude its report by reacting to these two philosophies. First, the Commission agrees that education in this and every other district should be a matter of "team play" but two members of one segment of a large group do not make a team. In education the "team" is composed of teachers, administrators and board members, all having a common goal—to provide the best educational program available for the youth of the district. A unified approach toward this goal certainly can produce better and more harmonious results than a three-pronged uncoordinated effort.

> The important aspect of democracy in management is the process of winning consent. It is perfectly true that one can get things done by a system of strict discipline and absolute orders, but experimentation has shown one can get a lot more done by enlisting the wholehearted participation of a working force and working toward a common end.*

As to "special interest" groups, all groups in education have a "special interest" but that "special interest" is to contribute their share in developing the total educational program for the district. Many governing boards have found it very productive to work closely not only with teacher groups but have taken the initiative in proposing the organization of citizen groups to advise them on perplexing problems facing the schools.

If the superintendent professionally faces the evidence which the Commission received, acknowledges the problems as they are here identified and, together with the Board and the professional staff, makes a conscientious effort to work toward their correction, then proper groundwork will have been laid for future progress.

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*William E. Mosher, J. Donald Kingsley and O. Glenn Stahl in *Public Personnel Administration* (New York: Harper & Brothers, 1950), p. 91.

Minutes of January 22, 1962

CHAIRMAN KRETZMER'S OPENING STATEMENT
AT THE JANUARY 22, 1962 MEETING

First let me state my capacity as Chairman of this Board. I do not sit as a censor of individual political remarks or thoughts. Mr. McCunn is free to speak as an individual and I am sure that this Board will not limit anyone's freedom of speech. We may not agree with what the Superintendent says but we will defend his right to say it, as an individual.

It must be remembered that Mr. McCunn at the time of the first remark, that is, at the time the first remarks were made, was in attendance at a conference of the California Association of School Administrators in San Francisco. And I assume that he, and I haven't been contradicted since, that he was attending without a loss of salary and with his expenses and transportation paid.

Therefore, in that sense, he was a representative of this District, and as such carried with him the prestige and good name of this District.

Let me be emphatic. Mr. McCunn in expressing any private opinion, political, social or educational, does not speak for me or for this Board. The statements made at that time, and I'll add here parenthetically, since, are entirely his own.

In speaking for myself only, I wish to disassociate myself completely with all of the remarks made by the Superintendent. I do not in any way subscribe to his apparent opinions about what I think is a completely discredited John Birch Society. The methods and ideas of the John Birch Society and its founder, Mr. John Welch, it seems to me have no value in our fine democratic society and therefore do not belong in our educational system.

However, Mr. McCunn is free as a private citizen to expound his own philosophy.

Furthermore, Mr. McCunn was not speaking for the Board nor expressing the philosophy of the Board as a Board. This Board acts only as a Board at regularly called meetings. Whatever this Board stands for can be found in our duly adopted policies and regulations.

The Superintendent does not speak for the Board nor is he empowered to do so.

Now, the Superintendent was quoted in the press, in this county, at least, as stating that, "A few of the teachers in this Junior College District support degrees of Socialism."

He also made remarks about textbooks used in this District.

I said at that time, and I repeat now, these remarks do not represent anything but the personal views of the Superintendent. They do not, emphatically, represent my views nor as far as I know from my experience on this Board the views of other Board members.

I have no idea, no idea personally what the Superintendent meant by his remarks. He has been the Chief Executive of this District since its inception. He has not made this charge or these charges to this Board in session ever as far as I know.

If the Superintendent had any legitimate complaint about teachers or books, it seems to me the proper procedure would have been to present some complaint to this Board. That is one reason why we sit here as a Board.

In any case, in my view, this Board does not sit as a political censor. We do not interrogate staff members on their political beliefs. Our sole concern is competence in classroom teaching performance and competence in administering our school system. Employment in this District is not conditioned on conformity to a particular political or social idea or belief.

Let me make it clear, I do not know what the Superintendent was talking about. It is up to him to clarify his remarks. It is not the function of this Board to do that for him.

Now, that is what I said, Ladies and Gentlemen, at that time. I have read it over again. I will bring it up to date and say it now as I have done so.

Now, further, I have mentioned to you what our Board rules and policies provide as far as meetings are concerned. This Board sits with many jobs to do. We have now a particularly difficult issue to ponder and decide.

Each of the gentlemen on the Board is sincerely interested in only one thing, the maintenance and advancement of the highest possible educational standards for our students consistent with our duties to the voters, with the parents and taxpayers in the District.

Our only satisfaction is that gained from a job well done.

Each of us has been the recipient of hundreds of letters and telegrams and pranks and petitions, telephone calls, books and pamphlets. Some people appear to think if this Board so much as considers discharging the Superintendent that then this is proof that the Communists have taken over Contra Costa Junior College District.

On the other hand, some people appear to think that if we don't consider discharging the Superintendent then the John Birch Society has taken over the District.

Believe me, Ladies and Gentlemen, these are the issues. The issues are not Americanism, red-blooded or otherwise, or Communism. Every member of this Board is for Americanism and against Communism. I hope that remark disposes of such falsely raised issues.

Neither of the issues are political except in the very narrowest sense. The issue as I have stated, and I am not speaking for the Board, I am speaking for myself, are the professional competence and performance by our Administrators and teachers, all of them.

Now, I trust and direct that each of you speakers this evening respect the rule of relevancy and materiality, which this Chair will attempt to enforce.

Minutes of January 22, 1962

GEORGE COLE'S INDICTMENT OF DRUMMOND McCUNN

George R. Coles: Members of the Board, Mr. McCunn, I represent the Contra Costa College Chapter of the American Federation of Teachers, an organization of teachers here at Contra Costa College affiliated with Local 866, Contra Costa Federation of Teachers AFL-CIO.

My name is George Coles. I have a statement which I have prepared and I would like to read this statement to you. The statement has a rather great length, therefore I would like to present each of you with a copy of the statement and have your permission as I go through to delete certain portions as I read it to cut down the time involved.

But I would appreciate it if you would go into the notes in its entirety.

Kretzmer: We appreciate your request and if you feel that it would help matters this evening to delete part of this, that is up to you.

(Mr. Coles distributes paper to Board members.)

Howard: Mr. Chairman, you would have no objection though if you delete something that I think should be read that we read it, is that right?

Coles: I would have no objection at all. My only reason in requesting the opportunity to delete some is that I feel for the group and the length of time that might be involved.

Kretzmer: Well, you heard the Chair state at the beginning of the evening, Mr. Coles, that we did wish, we would perhaps have to put a time limit on the particular speakers. We don't wish to indicate favoritism as one against another. We would appreciate as brief a presentation as possible, and meanwhile we want to give you the opportunity to cover the ground you want to cover.

Coles: All right. This statement is addressed to the Governing Board of the Contra Costa College District, Martinez, California.

While it is undoubtedly true that the Superintendent has in a number of specific acts to be discussed later brought great discredit to the district, it is also true that these actions constitute only pieces in a long developing pattern of behavior that is hostile to the very principles of education.

When the first teachers joined the faculty in 1950, they were confronted with a new bewildering situation. Inspired by the idea that people who would execute policy had a responsibility for its formulation, they developed new courses, extended a meaningful program into the community and began the building of a college of which we could all be proud. Hours were long and the jobs were difficult. Class loads were heavy and new lectures had to be prepared for new classes. But morale was never higher, complaints fewer. They gladly devoted hours to committee work in addition to academic responsibilities.

About the third year, the atmosphere changed perceptibly. In the words of the Superintendent, democracy had been fine up to a point, "but the time had come to administrate." Administer he did. Committees were forgotten, their recommendations ignored. A stream of new faces appeared when directors, deans, coordinators and teachers were dismissed, hired, promoted, demoted, imported, exported and transferred. Contra Costa College alone has operated under three directors in nine years, four deans of instruction, three deans of student personnel.

Currently the Superintendent is lashing out indiscriminately against teachers, directors, textbooks and library books. The conclusion is inescapable. He is a man who cannot endure differences of opinions, whether they come from faculty, administrative colleagues, books or even this Board. Defeated in his plan to oust the director of Diablo Valley College, in his attempt to ignore the Lee Report, and in his efforts to strengthen his personal power position at the expense of this Board, the campus directors, and faculty, he has resorted to the most questionable demogogic techniques.

The pattern is clear. This is a man who cannot love or even appreciate ideas. He fears them. His strong support from the most authoritarian fringes of our electorate is additional evidence of this attitude. Plainly, such a behavior pattern does not stem from strength but from weakness and uncertainty. He is unable to tolerate that democratic clash of opinion which alone can characterize the educational atmosphere needed for and deserved by American citizens. For all these and the following reasons, we believe that such a man is unfit to lead the Contra Costa Colleges.

Especially in the last two months Superintendent McCunn has made extremely partisan statements which have kept him and the colleges of this district in continual public view; even contempt. A few of these statements as they were reported in the press are as follows:

Now, this is the area where I attempt to delete some because much of it would be repetitive. I would like to quote from an article in certain of the papers. The San Francisco Chronicle starts out, December 7, 1961:

> "Mr. McCunn accused Bay Area schools of teaching 'world citizenship,' but he declined to name these schools. Music, he said, is a particularly dangerous area of the curriculum. Concerning the American harvest song written in 1897, including the lines, 'swing the shining sickle,' he said, 'You drip, drip, drip through the shining sickle' and so forth--the words of Lenin. Mr. McCunn also stated, 'some U.N. agencies ought to be studied by educators because they are definitely slanted toward world-wide education, education is a national responsibility and I'm a states' rights man myself.'"

The Richmond Independent on that same day quoted Mr. McCunn as saying that he could name teachers and textbooks definitely slanted toward Socialism but he refused to name either. He branded UNICEF as trying to establish one world, one system, one tax.

He stated that the song, "Swing the Shining Sickle" was being used by "the party" to affect the minds and souls of our youth.

On December 8th, 1961 Mr. McCunn stated, "There are teachers in the Contra Costa Junior College District who support socialistic ideals. There are textbooks in use in the County which advocate one-worldism and are contrary to the American way of life."

He also stated that the press coverage in previous articles was correct, and more on the Thanksgiving song and things of that nature.

He also talked about Socialism in other districts of the County. He stated that two books in long use at the two Contra Costa Junior College District colleges were not pleasing to him as a result of socialist or other similar content. He also mentioned an English book which "makes reference to a philosopher who does not stand for the American way of life." The article states that he added that this text also uses language not becoming to public school education. It might be noted parenthetically here in a later statement, the San Francisco Chronicle of January 14th, 1962, he indicates that he cannot answer what is wrong with the English book mentioned before.

Moving on then, the Oakland Tribune of December 9, 1961 quotes Mr. McCunn as stating, "as for books with Socialistic leanings, they are fast being removed from the shelves."

The Pasadena Star-News, as you can see, had an article and it is followed by the Los Angeles Mirror-News, of December 12, 1961. This describes Mr. McCunn as saying:

> "U.N. influences are seeping into teaching materials through textbooks and music." The article stated that Mr. McCunn deplored the making of irresponsible statements and then made such statements himself, referring to Mr. McCunn.

The article quotes Mr. McCunn as saying, and I quote,

> "In a recent study made at one of our largest universities, 67% of those students responding in a survey preferred surrender to war." When pressed for the name of the university, McCunn said he did not know it and said the statement had been made by Congressman Rousselet who has, as the newspaper states, has publicly announced he is a member of the John Birch Society. This article also mentions much of what is referred to in the preceding articles.

Subsequently here I have quoted from articles indicating one mother who does not feel that she can send her daughter to the Contra Costa College because of the nature of the faculty and books that Mr. McCunn has described.

And skipping several here, and going down to the San Francisco Chronicle of January 11, 1962, we enter another period of statements associated primarily with the speech at the Diablo Valley College.

The Chronicle reviews Mr. McCunn's statements at Diablo Valley College to a group of students.

> "When public power wins, you lose." It describes Mr. McCunn's distribution of a map from the "right wing" National Economic Council showing that under world government, California will be policed by Irish troops. It indicated further that Mr. McCunn commented that in such case he could become an Irishman. Also describes Mr. McCunn's presentation to the college three copies of a report by the "right wing" Veritas Foundation, Inc., that says Harvard University is the source of communist influence in American education. He is also described as urging students to take home programs for the Christian Anti-Communist Crusade School in Oakland commending this as an institution of education.
>
> Mr. McCunn is quoted as saying in response to a student question, "I didn't buy 90 copies of the book and I haven't distributed any copies to the Birch Society." (Reference here is to The Shape of English. A sales slip for 90 copies signed by Mr. McCunn is shown in a later edition of The Chronicle to be quoted in this statement.)
>
> When asked by written question from a student whether he endorsed the American Nazi Party, Hitler and Mussolini since they, like the Birch Society, were anti-Communist, Mr. McCunn stated, "this is where I have no choice--no comment. I don't want to comment until I can document my comment."

The Contra Costa Times, January 12, 1962, to skip a couple more, describes and comments upon much of what has gone before and offers quotations from Dr. McCunn which are described as "the party line of the Birchers." Quotes the House Select Committee on lobbying in relation to the National Economic Council whose publications Mr. McCunn distributed to Diablo Valley College students. This quote describes the aims of this group as "to disparage those who oppose its objectives by appeals to religious prejudice, often an ill-concealed anti-semitism."

Skipping a couple more we go to the San Francisco Chronicle on January 14, 1962. This issue shows a picture of a sales slip signed by Mr. McCunn for 90 copies of Worthen: The Shape of English and eight copies of Samuelson: Economics. In previous articles Mr. McCunn is quoted as saying that he did not buy these books. This sales slip was dated December 10, 1962, a Sunday. This was the day before Mr. Phillip Gilbert was included in the Superintendent's report to make a presentation to the board concerning this book.

Mr. McCunn was quoted in this article as stating, "I just took them out on consignment and put them in the District office so that they'd be available to members of the public who'd been requesting them."

That's the last of the quotes. We will skip the last article and go on with the text of our presentation of the report.

The articles quoted are only a selected part of the many published in the Bay Area and in other parts of California. Overnight Contra Costa Junior College District became one of the best known Junior College Districts in the state. But is this the manner in which we wish our district to be known? Can we maintain our self-respect in the face of the ridicule which has been so fully earned by the irresponsible, undignified, and certainly unprofessional machinations of a superintendent who has for years been notable primarily for his monumental lack of sensitivity in relations to others and his lack of faith in democratic procedures.

Mr. McCunn has created for the colleges of this district a public image which reflects upon the faculties, the students, the governing board, and the community which established the district. This image is of supposedly educational institutions being led by one whose basic philosophy would make impossible the realization of the basic aims of an educational program preparing youth for life in, and preservation of, a free society.

Our country's freedom depends upon the free and active examination of ideas. If Mr. McCunn is successful in his attempts to insulate college youth from contact with ideas and the opportunity to develop their critical abilities in a manner which will enable them to accept and use meaningful truths and to reject enslaving falsehoods, he is preparing our country for Communist or other authoritarian ideologies, ideologies which offer to make decisions for those incapable of making decisions for themselves. Freedom demands the right of the individual to make his own decisions, and making the right decisions demands opportunity for experience in decision-making.

Such education requires "academic freedom," a kind of freedom which is not as some may think, a privilege sought by academicians as a sort of personal reward for being teachers. Academic freedom is not a reward; it is a responsibility, and it is a responsibility because it is not for teachers but for students. Teachers must be free to accompany the minds of students and help them inquire into and seek understanding of any idea, no matter how alien, without fear of criticism. There must be no point at which the teachers must say, "No. We can't talk about that. You must avoid that subject or pursue it alone." At no point must the student be denied a teacher, who, in listening to him, may serve as a reflector, enabling the student to see his ideas more clearly and deal with them more rationally.

Dr. Fred C. Schwarz, the leader of the Christian Anti-Communist Crusade, himself quoted Lenin, Stalin, Trotsky and Marx. To form any opinion, these men should be read. Freedom of inquiry must be maintained.

All books should be inviolate. Removal of books from the library shelves is a perversion of the spirit of inquiry. Nothing can be understood about a confiscated or withdrawn book except that someone has decided that the book contains doctrine which someone considers objectionable.

Such unilateral decisions deny the very nature of the goals of a free society which include the objective that everyone shall think and decide for himself. The denial of access to ideas and information is in itself immoral, if not illegal. Exposure to ideas is not inculcation of ideas. It is not indoctrination unless presented with avoidance of free exchange, as was done by Mr. McCunn in his meeting with students of Diablo Valley College.

Through his sowing of disrespect, discontent and contempt for the college among the students, the board, the faculty and the community at large, Mr. McCunn has so alienated the faculties that both have taken public action against him.

The Contra Costa College faculty voted 55 to 18 to request his dismissal. The Diablo Valley College faculty voted no confidence by a margin of 64 to 20. How can Mr.

McCunn administer in a situation which he has carried to the point of forcing more than 75% of the faculty members on each campus to commit themselves against his policies, actions and leadership.

Mr. McCunn has repeatedly attempted to deceive the governing board and to defeat its efforts to serve the community. In recent months only acute awareness on the part of the board has prevented several sweeping usurpations of board responsibility, manipulations of and intrusions upon board rights by McCunn.

It is easy to recall the arbitrary shelving of the "Lee Report" by McCunn in an attempt to avoid board consideration of this document. Meanwhile McCunn told the faculty that the board had abandoned the report as illegal and unworkable.

In the most recent meeting of the board, Mr. McCunn included on his special agenda a discussion of statements from the faculty addressed to the board. It is indeed strange that Mr. McCunn should be revealing communications addressed to the board and it seems even stranger that he could offer this property of the board for discussion at a time when the board had not elected to discuss or reveal it.

We have seen a series of attempts to catch the Board off balance by inclusion of major and minor controversial issues on this special agenda referred to as the "Superintendent's report" rather than on the official agenda which allows the Board advance review and preparation for considered examination of the material.

This presentation has necessarily been incomplete. It would be impossible to describe in full detail the behavior of a Superintendent who has, over a period of twelve years, degraded the public image of the district, pursued policies that have alienated the respect of three out of four of his faculty, shown a consistent disregard for the basic principle of academic freedom, and has repeatedly sought to manipulate the board.

Thus we are forced to ask for the immediate dismissal of the Superintendent. To ask less is to be false to our commitment as teachers in a free society.

The resolution is signed by me as President of Contra Costa College Chapter, American Federation of Teachers and was endorsed by unanimous vote of this organization.

Kretzmer: Thank you, Mr. Coles.

Howard: Just a moment, just a moment, Mr. Coles.

Kretzmer: Any questions from the members of the Board?

Howard: I have no questions, but since you made this, Mr. Coles, this was delivered to us the other evening at a meeting, I did not have time to read it then but I just happened to pick it up at home and read this document that you have addressed.

I have only been on the Board since October, I don't know how long you have been in this District, maybe a long time. I was on a school board for over two terms, seven years or eight years, I guess it is, in Walnut Creek and also I helped putting on bond issues and things like this.

For the primary reason that I did it, Mr. Coles, was basically I am interested in education. It is primarily because it was a pleasure to work with people in the school district, for their spirit and their educational spirit and their willingness to give up something very dear to them to help the children in education.

When I read this document by a teacher of this school—you have the right to your opinions and you have your right to express them. I have mine--

And I was never so discouraged with the educational system as when I read this. This disturbed me to no end.

Kretzmer: Please, Ladies and Gentlemen, let's not have any applause.

Howard: I would appreciate it if you didn't clap, I think it is not called for and these are just my own opinions and it bothers me and I wish to express them to Mr. Coles because he came up here publicly and read this document.

When you say in here about the respect of this District, I know of nothing that would affect me more as a taxpayer. You have your rights with regard, I guess, to say this here, nothing would affect me more as a taxpayer and father, to send their children, not to send their children. This thing bothers me, this report. Not what you said about Mr. McCunn necessarily but the very way you approach the problem and your remarks and your all inclusive statements, and you have criticized Mr. McCunn for making an inclusive statement with regard to textbooks, and you have made statements here that the man cannot love or even appreciate ideas.

This man has been in education for a long time. I know little about his background but you wouldn't last that long, sir. I just know it as a basic fact on that point. I am just very much disturbed by this report and I am so much more for the motion, after I have read your document, that Mr. Abbott has made. I came to the conclusion that there are a lot more issues here than just the superintendent, after I read this report.

Kretzmer: Please.

Howard: Please don't clap, I am not asking for applause. This convinced me more than anything, sir, that there were other issues and I sincerely hope that by following through with Mr. Abbott's motion and by this Board determining the issues that we can get at them because there are real basic issues here other than the superintendent. Thank you.

Coles: Thank you.

Kretzmer: Any other comments from the members of the Board? Mr. Coles, as an individual and not as a Chairman here, you have a right to appear here before us and I have expressed myself as being in favor of freedom of speech, in more difficult areas perhaps than we have before us tonight, but this Board desires a full presentation of all of the issues.

Again, I say by whatever comment or lack of comment that I have to make here, that doesn't indicate an agreement with what is said at the time, I don't wish to indicate agreement with Mr. Howard because I don't agree with everything that is said about his feeling toward the motion or his feeling about other problems in the District.

We are attempting to define them.

I thank you for your presentation and ask if there are any other comments from the Board members. Any questions of Mr. Coles?

Clemetson: I have no questions.

Kretzmer: Thank you, Mr. Coles.

There is one more presentation to be made before us.

Coles: May I make a reply to Mr. Howard for just one moment?

Howard: Sure.

Coles: I am very sorry if our statement has offended you, Mr. Howard. It was certainly not intended to do this. However, we recognize it as a strong statement, it has possibly a greater amount of direct statement in it than any of those presented heretofore in relationship to this particular topic. But we are involved. We are upset. We feel the situation exists. We cannot go on. I think you feel this way also. I hope that no matter what your reaction is to this particular statement of ours that it will call your attention even further to the urgency of this particular situation. Thank you.

Appendix VI

REPORT OF AN INVESTIGATION

CONTRA COSTA
JUNIOR COLLEGE DISTRICT

CALIFORNIA ASSOCIATION OF SCHOOL ADMINISTRATORS
CALIFORNIA JUNIOR COLLEGE ASSOCIATION
CALIFORNIA SCHOOL BOARDS ASSOCIATION
CALIFORNIA TEACHERS ASSOCIATION

March 1962

CONTRA COSTA JUNIOR COLLEGE DISTRICT
HEARING PANEL

Dr. **Harry McPherson, representing CASA, Chairman.** Superintendent of Napa Public Schools since 1940. Experience since 1925 includes that of high school teacher, principal, and superintendent, and junior college president. Member of the California State Curriculum Commission since 1941, vice-president of CJCA, chairman of CASA State Legislation Committee and member of Executive Committee on Ethics; President of North Bay Section of CASSA, and member of NEA and CTA.

Dr. **Hilton D. Bell, representing CASA.** Superintendent of Azusa City Schools. Formerly superintendent of Tulare Union High School District and Visalia City Schools. Past-president of CASA and formerly Section Chairman and member of Board of Governors. M.A. degree and honorary doctorate from University of Redlands, with additional graduate work at USC, UC, and UCLA. Chairman of CASA's Ethics Committee.

Mr. **Karl J. Bengston, representing CTA.** Teacher and Dean, Hartnell College. Member and former chairman of the Monterey County Juvenile Justice Commission; former member of the Washington Union Elementary School Board; past-president of the Hartnell College Faculty Association. Formerly executive secretary of the CTA Central Coast Section; member of the CTA Ethics Commission; member of the CTA State Council of Education; member and chairman of the CTA Educational Policies Commission. Obtained M.A. degree from the State University of Iowa, and has had extensive graduate work at other universities.

Mr. **Wendell C. Black, representing CJCA.** President of Los Angeles Harbor College since 1958. Thirty years' experience includes that of high school teacher and junior college instructor, counselor and dean. Currently serves on the Executive Board, Southern California Junior College Association; CJCA Executive Board; CTA Commission on Higher Education. Past-president of the Los Angeles City College Faculty Association and the Southern California Junior College Association. Member of Methodist Church Commission on Higher Education; Board of Directors of the American Red Cross, Wilmington Chapter; Harbor Area Community Welfare Conference; Wilmington Rotary Club; Board of Directors, Wilmington Chamber of Commerce; and numerous honorary and professional organizations.

Mr. **Lewis T. Clohan, member Personnel Standards Commission, CTA.** Teacher in the San Jose Unified School District since 1936. Member of the CTA State Council and president-elect of the CTA Bay Section. Past-president of the San Jose Teachers Association and the Santa Clara County Coordinating Council of Local Teachers Associations.

Mr. **Robert W. Corlett, representing CSBA.** Attorney and member of San Anselmo Governing Board since 1957. Member of the California State and Marin County Bar Associations; Executive Board, Marin County School Trustees Association; Board of Directors, United Crusade; Advisory Board Marin Aid to Retarded Children. President-elect of the Marin Council of Community Services. Served on boards of the Marin Council of Camp Fire Girls and the Family Service Agency of Marin County. B.S. and L.L.B. degrees from the University of Minnesota.

Mr. **John P. McCrackin, representing CSBA.** State Financial Research Technician and member of the Rio Linda Governing Board. Director at large, California School Boards Association; chairman, CSBA Study Council; member of Sacramento County Committee on School District Organization; and past-president of the Sacramento County School Boards Association. Obtained B.A. from the University of Washington.

The hearing panel listed above was selected by the organizations they represent for their capability in the field of education and their demonstrated interest in and dedication to public education. The panel members are from geographical locations that are not directly or indirectly concerned with the problem they were to study, thus permiting complete objectivity. This professional service to the Contra Costa Junior College District was provided at no cost to the district and the panel members received no reimbursement for their services other than expenses. The cost of the study was paid by the organizations represented in the study.

Willingness and ability to assume responsibility for the conduct of its members has been called one of the marks of a true profession. The study in the Contra Costa Junior College District which has resulted in this report is the profession's acceptance of this responsibility—disciplining members for unprofessional conduct, protecting its members against false accusations, assisting its members in fulfilling their own obligations to pupils, parents, community and the profession itself as defined in the Code of Ethics for California Teachers.

This study is one of the efforts of teachers and administrators of California, through their professional organizations, in cooperation with California School Boards Association, to aid school personnel facing problems of friction and conflict to diagnose and plan their future course of action in the interests of the students and communities they are dedicated to serve.

STAFF CONSULTANTS

Dr. James A. Corson, Executive Secretary
California Association of School Administrators

Mr. Floyd B. Mansell, Field Representative
California Teachers Association

Mr. Jack Pursell, Field Representative
California School Boards Association

Mr. James M. Williamson, Personnel Standards Executive
California Teachers Association

BACKGROUND

The Contra Costa Junior College District began operation on December 14, 1948, with the opening of the Contra Costa College at an abandoned shipyard in Richmond, since moved to its own campus in San Pablo. Diablo Valley College in Concord was opened in 1950. Both colleges have experienced continuous growth, with the current student body numbering approximately 5000. The district employs approximately 204 professional staff members. The top echelon administration of the district includes the superintendent and a director at each college. Until this year the district employed an assistant superintendent; however, he resigned to accept the superintendency of a new junior college district. His replacement has not been selected.

Differences between the professional staff and the superintendent resulted in a request by the teachers organization in 1959 for a study of district relationships by the Personnel Standards Commission of the California Teachers Association. The Board did not join in the request for the study, nor did they accept the resultant report. Meetings between the superintendent and staff were held, however, in an effort to implement some of the recommendations of the report. The local teachers association, feeling that conditions had continued to deteriorate, decided it was necessary to ask that a further study be made of district problems. Their request for this study was dated January 24, 1962, and directed to Mr. Hugh Page, Executive Secretary of Bay Section, and stated:

> "The CTA Chapter of the Contra Costa Junior College District has passed a resolution asking the Personnel Standards Commission to do a study of the personnel problems of the district. This study has been agreed to by the board of governors of this district, who have asked that the CASA sponsor the study. The CTA chapter mentioned above have agreed to this and we will co-sponsor the study, the understanding being that the Personnel Standards Commission will be the professional body which will be requested to study district problems.
>
> "Some of the problems which we hope the Personnel Standards Commission will consider:
>
> 1. Lack of, or no communication between district administration and faculty.
>
> 2. The blocking at district level of information which would ordinarily be communicated from faculty to board, or from board to faculty.
>
> 3. Arbitrary and unprofessional attitudes and conduct by the superintendent to selected members of the faculty and staff.
>
> 4. Vindictiveness.

> 5. Lack of loyalty toward teachers as evidenced by expressions made in public.
>
> 6. Failure, and deliberate refusal to allow persons to be affected by policy to assist in formulation of same.
>
> 7. Many additional incidents and instances of interpersonal concern and issues of educational nature stemming from these several areas of broad concern.
>
> "It is hoped that a responsible professional agency can assist in making this study."

The local teachers association asked the governing board to join in the study request. The Board took action at its meeting on January 22, 1962, to ask the California Association of School Administrators to provide this service to the district. Dr. James H. Corson, Executive Secretary of the California Association of School Administrators, received the following request from the district governing board dated January 25, 1962:

> "At its meeting on January 22, 1962, the Governing Board of the Contra Costa Junior College District, four members present with Mr. Gordon absent, gave unanimous approval to a motion that the California Association of School Administrators be requested to conduct a study of administrative and personnel problems in this District, with particular attention to the role of the Superintendent as district administrator.
>
> "I understand that the two faculty associations of this District already had voted to request the California Teachers Association Personnel Standards Commission to conduct a similar type of study. Although this request is being directed to your organization, it is understood by the members of our Board that the California Association of School Administrators, the California Teachers Association and the California School Boards Association will cooperate in the studies and investigation to be conducted. Inasmuch as Mr. Williamson, the Field Representative of the California Teachers Association, appeared before our Board on January 22, 1962, and explained in detail the manner in which a proposed study would be carried on, our Board understands the procedure that will be followed. We believe that a careful study of our district administrative problems will be of great assistance to us on the Board.
>
> "We urge that you accept this request and we further urge that steps be taken immediately to carry out the study. It is important that there be no delay that can possibly be avoided."

The responsibility for the study was accepted by the California Teachers Association and the California Association of School Administrators; the California School Boards Association and the California Junior College Association were asked to join in the endeavor.

Teachers, all administrators, the governing board, former employees and community leaders were asked to participate in the study by scheduling appointments if they felt they had information which would be helpful to the panel in the identification and analysis of district problems. Members of these groups were asked as well to supply the panel with a list of individuals who they felt would have information of value to the panel.

The panel made every effort to encourage the superintendent to meet with it. The Executive of the California Teachers Association Personnel Standards Commission called him prior to the convening of the panel, inviting him to participate in the study by scheduling an appointment for himself and by suggesting those who he felt would have information that would be helpful to the panel. Though he would not suggest others to be contacted he did schedule a tentative appointment for himself, which he later cancelled. The superintendent was later contacted on several occasions by the Executive Secretary of the California Association of School Administrators. After these contacts the superintendent indicated he might come. Particularly if he was provided a list of questions he might be asked. Questions were provided by the panel. The Executive of the Personnel Standards Commission again called the superintendent Thursday evening, March 8th, to repeat an invitation for him to appear before the panel. He did not choose to participate. The chairman of the hearing panel sent a telegram asking the superintendent to participate. This overture also was rejected.

To insure that non-school people of the district would be informed of the study and appointment procedures, press releases were sent to 22 newspapers in the area.

The panel met on Sunday evening, March 4, at the Concord Inn. Hearings began the following morning, and interviews terminated Friday morning at 1:00 a.m. with approximately 130 persons having volunteered to testify. Leaders of industry, labor, members of the clergy and teachers, former administrators of the districts, and public officials were invited and did meet with the panel.

RECOMMENDATIONS

The panel's primary objective has been to hear all points of view, and then to reach a deliberative decision based upon a considered weighing of every viewpoint. In some measure this objective has been prevented by the unwillingness of the superintendent to appear and present openly and frankly all of the evidence available to him which might have modified some of the statements unfavorable to him.

The panel believes that, even without an appearance by the superintendent, it has compiled a record that adequately and fairly portrays the true nature of the controversy. The record is adequate and it has been fairly appraised. Nonetheless, the panel recognizes that its findings and recommendations are necessarily based upon a record that does not include the superintendent's testimony. The responsibility for this is the superintendent's. He was invited and urged to appear, but declined.

In submitting this report to the Board the panel points out that the Board has the power to direct the superintendent to appear before it and answer to the findings and recommendations herein submitted.

It is apparent to the panel that the solution to present controversy is not going to be an easy one. No matter what recommendations are made or what actions are ultimately taken, it will be difficult to heal the deep and long-lasting wounds and close the breaches which the controversy has caused in the colleges and in the community. However, it is necessary that some positive action be started to bring the controversy to a conclusion as rapidly as possible. It must be realized that any firm course ultimately decided upon will cause reaction—perhaps violent reaction—in the community.

Therefore, to end the present controversy and to rebuild the Junior College District as a democratic educational institution of good standing and of good repute in the community, the following recommendations are made:

Superintendent

It is the superintendent's obligation as a professional administrator to place foremost the welfare of the educational system and to make any personal sacrifice that is entailed. Therefore, in light of the almost complete break between himself and the overwhelming majority of his faculty, and the conflict that currently rages in the communities he serves, the superintendent should tender his resignation to the governing board effective with the close of this school year. Solution of district problems is impossible if he continues as superintendent. To force the Board to dismiss him for cause would only prolong the district controversy with gain to none but with further damage to the superintendent's own professional standing and to the educational opportunities of the district citizenry.

The Board

It is the Board's obligation as the responsible governing body of the District to take positive and firm steps to correct a situation which has been allowed to deteriorate to the present chaos. In fulfilling this responsibility the Board should do the following:

1. Appoint a committee to screen applicants for the superintendency, using procedures as outlined in Boardsmanship as a guide.
2. Initiate steps immediately to improve relations among the faculty and administration.
3. Form an advisory group to develop ways to improve relations between the schools and the community, and to make every effort to inform the members of the faculty, as well as the public, of the objectives, achievements, problems and needs of the college district. Direct work with local newspapers to assist their staffs in presenting district news comprehensively and accurately would aid this effort.
4. Study the Dean Lee Report on re-organization as part of a careful analysis of organization in the district.
5. Review the concerns expressed and implied in the accreditation reports of March 1, 1961, and the Dean Lee Report relating to communication, morale, and organization with particular emphasis on the relationship of coordinators and supervisors and the advisability of creating a formally departmentalized structure within each college.
6. Encourage faculty participation in policy development. The professional staff possesses training and experience which could provide a fine resource pool to be effectively and beneficially utilized in preparing policy for Board consideration.
7. Encourage the new superintendent and other staff members to take an active role in various public service groups in the community, but to avoid use of school funds, personnel and materials.
8. Consider means of opening avenues to itself from both the district's employees and the public. An operation of this magnitude may call for more than one regular meeting per month. Without the pressure to act upon an entire month's business in one meeting, the Board could learn more about what is "going on" in the district—its curriculum, its activities, its faculty and administrative problems, its plans, its goals. The Board cannot fully assume its basic responsibilities in an atmosphere of pressure and emergency. More time must be allowed for full, frank and public dis-

cussions of policy and program issues. Time must be allowed at Board discussions for participation by the public and faculty, as friendly guests of the Board. While the Board and its chairman are to be complimented for resisting recent attempts to turn Board meetings into platforms for disruptive partisanship, members must never lose sight of the fact that they are the servants, not the masters, of the educational community represented by the Contra Costa Junior College District.

9. Pointedly and repeatedly invite the faculty, the public and the press to attend its meetings. Only the Board can take action, but it will benefit the Board to have all sides of issues expressed, courteously and briefly, and in strict conformity to district policy regarding procedures in bringing matters before the Board.

10. Resist all efforts to poll or caucus the Board before official meetings. The Board makes its decisions and conducts all its deliberations, save those relating to individual pupil or faculty personnel, in public meeting, and no Board member has any official power representing the Contra Costa Junior College District outside of official Board meetings unless specifically delegated duties by the entire Board.

11. Adopt a policy which clearly defines procedures and staff roles in the personnel employment for both regular and summer session teaching assignments. In policy and in practice there should be no discrimination based on the race or religion.

12. Review procedures involved in the background investigations of employees and prospective employees.

13. Consider panel's opinion that teachers whose conduct has consistently taken advantage of the faculty's basic inclinations toward free expression to disrupt area and faculty meetings in a highly contemptuous manner should be asked to resign. They are by temperament and disposition unsuited to be a part of the Diablo Valley faculty. If resignations are not forthcoming, legal counsel should be sought to determine the possibility of dismissing them.

14. Revive plans for the Forum for careful study by administration, faculty and the Board. A procedure of this type could help materially to develop better understanding and communication in the district.

15. Consider a district newsletter, particularly as additional campuses are developed, to give general circulation to news about new programs, policy, events and issues.

16. Publish a clear statement of what it expects of instructors in dealing with controversial issues, keeping in mind that teachers fearful of discussing these issues or points of view in the classroom, cannot adequately prepare students to judge the validity

of the variety of ideas they will encounter later in life. A primary purpose of education is to teach students to think for themselves; this is impossible when controversial subjects are taboo in the classroom.

17. Expand Board Policy B-80 to include provisions for the selection of library books, supplemental texts, and the processing of complaints against any book in use in the district. Any criticism from the public, teachers or the superintendent should be considered in accordance with this policy.

18. Study **Boardsmanship** and other responsible publications regarding the duties of board members and operation of a governing board. Active participation in the county, state and national conferences of their association is also recommended.

Teachers

1. Teachers should discontinue attempting to contact individual Board members for special consideration of their interests. Such a practice, even though a desperation effort, can serve only to further complicate district problems and to establish precedents that pave the way for future conflict.

2. The teacher's organization should participate in developing procedures for airing grievances and, once such procedures are established as Board policy, should observe them. If the channels are blocked at any level, teachers as individuals or as an association would have the right to appeal through the next step of the recognized procedure. Any appeal to the Board should be made to the Board as a whole, not to individual members.

3. The struggle between the superintendent and faculty members has supplied fuel to the fires of conflict until they burned at white heat. As a result, new staff members have been coerced or intimidated to accept the philosophy of one group as opposed to another. A professional person should be capable of assessing a given situation and reaching his own decision. Therefore the practice of lobbying faculty members, either by the superintendent or by association leaders, should be discontinued.

4. Faculty leaders need to re-examine and evaluate their own roles and methods in relationship to their colleagues and to their faculty associations, just as personnel relations and procedures need to be improved for the district as a whole.

Community

Patrons of the Contra Costa Junior College District should maintain an active interest in their schools and should feel free to voice any concerns that they might have about them. However, concerns should be presented for consideration in accordance with Board policy so that they may be given proper attention and processed in an orderly way. Presentation for initial discussions at Board meetings, particularly where large numbers are in attendance, usually leads to inadequate, emotional attention with little resolved or accomplished. All concerned with the schools should wish problems considered without the excessive notoriety which arises from conflict in order to protect the educational program from undue interruption and stress.

Responsible citizens of the community must also let the Board know what they want their colleges to become. They should assist the Board in developing a clear statement of a philosophy of education for their colleges that will keep them free from manipulation and control by extremists.

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In this report the panel has discussed some of the activities of the school board, the professional staff, the district superintendent, and members of the community which have contributed to the dissension and misunderstanding which have damaged the effectiveness of the school program in the Contra Costa Junior College District. It has been necessary in this process for the panel to analyze conditions, place responsibilities and to make certain recommendations that it considers necessary to effect improvement in basic human relationships and subsequently in the educational program.

These recommendations should be adopted in the constructive spirit of seeking only the advancement of the colleges and their services. If the community and the district staff unite with the governing board in implementing these recommendations, the first large step will have been taken to restore prestige and effectiveness of the Contra Costa Junior College District to the high level it so richly deserves. The attention of all concerned can then be focused on the primary responsibility of all—educating the district's young people.

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